stairs to work and were sent down.

Q That is how you knew it ? A Yes,sir.

Q Now,didn't you make any effort at that time to get their names ? A No, I did not. When I was down at the employment place I seen them and asked them to wait till I could see what I could do for them.

Q Did you ever make a written report to your union ?

A No.

Q who appointed you steward ? A The men selected me on the floor.

Q At the union meetings ? A Yes,sir.

MR. JOHNSTONE: Where was the meeting that they elected you at ? A The meeting was at 48th and Paulina .

MR.MEYER: How long ago was that ?

A A matter of six or seven months ago.

Q Did they tell you then what they wanted you to do ? Tell you what your duties were ? A Yes,sir.

Q What were they ? A To take up grievances on the floor and see my foreman and see if I could not settle with him to see the superintendent, and if I could not settle with him report at the hall.

Q You were to take up the grievances on the floor ?

A If a man felt he was mis-treated.

Q Have you been doing that ? A Yes,sir.

Q What do they call you in the union , what is your designation , what do they call your position there ?

A Call my position ?

Q Yes. A On the floor committee.

Q Floor comittee ? A Yes.

Q And were you and this other man and Bremer all appointed at the same meeting ? A Yes,sir. Bremer was appointed.

Q He was appointed at the same meeting ?

A And twoothers.

Q This other man sitting beside you ? A At the time he was not appointed.

Q When was he appointed ? A About a month ago.

Q Do you know anything about this campaign the judge asked about yesterday ? -- For new members ? Have you got anything to do with that ?

A No,sir.

Q That is not a part of your duties at all,you have not taken any interest in that at all ?

A No.

Q Have you beendoing anything out on the street to get in new members ? A Not particularly, no.

Q You say 'not particularly' ?

A No.

Q What do you mean by that ? A If I meet a manand he is not wearing a button I will speak to him.

Q Do you know that while you were down here yesterday afternoon what was going oncut there yesterday afternoon ? A While I was sitting here ?

Q Yes. Have you heard anything about it ?

A I have no idea.

Q You don't know anything about it ? A No.

Q You did not hear they took two or three men and hustled them into an automobile and had a regular riot out there, did you ?

A I didn't hear.

MR. JOHNSTONE: Have you got the names of them ?

MR.MEYER: No, but you will have thempretty soon. But you will get it through some other department of justice, not through me.

MR. KILKOWSKI' Go to it.

MR. JOHNSTONE: When you were elected committee man on the floor you were elected by the men who worked on that floor, weren't you ?

A The men who worked with me.

Q You were not elected by the union ?

A No, the union didn't take no interest in that. The men on the floor select the men they want.

MR. CONDON: Q: Have you talked with Mr.Johnstone or with these men since yesterday with reference to your testimony as to how these men are selected ?

A No, sir.

Q There is nothing about the manner in which they are selected as you tell it,due to the fact that yesterday aman said that he had been selected by murphy and by the others.

A I have not had a word with either one of them in connection to that.

MR. JOHNSTONE: Which made that statement ?

MR. CONDON. The record shows it, that he had beendirected by Mr. Murphy and by you and somebody else.

MR. JOHNSTONE: I would like to see that in the record.

THE ARBITRATOR: There is something of that kind there.

MR. MURPHY:I want to saythis now Judge, that neither Johnstone or I pick out the stewards. The gang themselves do that.

THE ARBITRATOR: It might have beendone at a meeting where you happened-- you might have beenpresent

at a meeting where it was done. You have nothing to do with the particular person who is selected.

A No.

Q Each particular gang selects its own ?

A Yes.

MR. KILKOWSKI. We preside your honor.

THE ARBITRATOR: Well,it might be just a mistake in the use of language.

MR. CONDON. Not a very serious mistake.

THE ARBITRATOR: No,not a very serious mistake.

--ooo--

W I L L I A M G H E E ,

testified as follows:-

BY THE ARBITRATOR:

Q What is your name ? A William Ghee.

Q You work for Wilson & Company ? A Yes.

Q You are on this floor committee ?

A No,sir, I am not on the floor committee.

Q Is this one of the men I sent for ?

MR. BREMER: Yes,you sent for him.

THE ARBITRATOR: I don't know what I sent for him for . What is your position there Mr. Ghee ?

A I am briskat sawyer.

Q Do you know about this walk out on the floor a day or two ago ?

A Yes,sir, I was there.

Q Were you one of the men that went out ?

A Yes, I stopped with them all.

Q Why did you stop ? , Well the reason I stopped was because the rest of them stopped. There was nothing for me to do.

Q What did therest of them stop for, do you know ?

A They claim that they were nagged.

Q Did you claim you were nagged ? A That they had been nagging,and I am in the union,and the fellow that was nagging afterall--

Q That is your right to be in the union of course.

A when they quit, so there was nothing for me to do.

Q Now you are about the floor there working the same as the rest, aren't you ? A Yes.

Q Well,were theynagged any more than you were?

A Not that I know of.

Q Were you one of the men-- now every man that

would come here would probably say that he quit because the rest of them quit, and when the other man says, "the rest", he means you, and when you say"the rest", youmean them of course,and each one pointing to the other we don't get anywhere. Now you ought to know at least what it was that caused these men to quit,that caused you to quit, if there is any reason, if there is a good reason for it we want to remedy it,we want to cure it if we can. If there is any reason we would like to have you live up to the agreement and have it stopped, and that is all. I am just trying to help you union officials carry out your agreement that they say they are honestly trying to carry out. When they send you men back to work it is in pursuance to the agreement that there shall not be any strikes,and if there are any grievunces they are up to me to settle. I cannot settle them if I don't know what they are, can I ?

A No,sir.

Q Maybe I cannot settle them then, Idon't know. But I want you to give me a chance anyway. Not walk out. I want to help your officials do what they concede to be their duty and carryout their contracts. Do you feel

that that is the proper thing to do ?

A Yes, sir.

Q Now supposing there is nagging by the few non-union men there, that they ought not to do, and that they are not nagging because your fellows are nagging them, and if they are trying to makeit disagreeable for you union men, that is a ground of complaint, you understand that, don't you. I try to hear the evidence fairly and try to remove the cause of the complaint if it is right that I should do so, but if you fellows throw up your jobs and quit and try to disorganize the shops and leave a lot of meat hanging there and all that sort of thing that is liable to spoil, if they cannot find any other men to take care of it, that is not carrying out the agreement. You understand that, don't you?Don't you under/stand that ? A Yes, I understand that part of it.

Q What is that ? A Yes.

Q Well, what I am trying to do is to help your officers carry out their agreements that they made for you in good faith. It seems some of the time they cannot carry it out, in some instances, at least a few instances, for the time being the boys get

away from them. Well, that may excuse the leaders, the officials, may excuse them possibly, but it doesn't help the situation any. The industry is just as bad off as they cannot carry out their agreements, as if they wont carryout their agreements. You understand that. It is not a question of why they don't carry out their agreements. They probably want to carry them out, want to make good. I look on it as a black eye to the union every time a union fails to carry out its honest agreement. It is a black eye to unionism and it helps to destroy the very thing that you are trying to benefit that you think you are benefiting. Now that is a fact. If the United States, with whom your employers made this contract -- if the United States cannot have any faith in the contract being carried out, they might as well have no contract of any kind in the future. Don't you realize that ? A Yes, sir.

THE ARBITRATOR: Well, I think themen ought to realizethat,-- and theemployers ought to realize that, and the employers agree not to discriminate against the union men. Now occasionally I suppose there will be a thought to think he is serving his employer perhaps if he cuts under some union man andkeeps him

out of a job that he is entitled to have. Just as Bedford reported here a little while ago-- assume that he is giving the correct version of those facts-- that where those things happened, that is a violation of the contract. But we will straighten out these things if we get a chance. Supposing instead of Bedford taking up the matter with the boss and finally getting an agreement to take back these men who have been discriminated against, suppose the whole shop had just ridden up and quit. That would not have been fair , would it, without giving the bosses- the men over these foremen, giving them a chance to settle the difficulty ? That would not have been fair. That is just the situation.

If the cause of this is only the dissatisfaction of the men and not some influence at work trying to cut under all your union officials and trying to make trouble for them by giving the whole union a black eye, by having them violate their contracts, there may be something in that , I don't know. These other officials don't seem to know, and there is some influence, possibly at work-- and you want to counter-act it if you care

anything for the union-- and I think you do. You care for the union, you want to sit down on that sort of influence, You have got to do it for your ownprotection, and for the good of the union you were working for. Any other questions ?

MR. JOHNSTONE: Yes. Do you know anybody to carry a gun around there ?

A Yes, what I was sent down here for was to make a statement about a gun.

THE ARBITRATOR: Oh well, I didn't know about that. Tell us about it.

A These two young men over there they work right along with me.

Q That is Joe ? A No, these two young fellows there.

Q I cannot tell which is young and whichis old.

A One on each end.

Q what is your name ? A Reed.

Q And yours ? A Wells.

Q Reed and Wells ? A Yes. I never knew his name only through a nick-name

We work right along together, so we is talking

every day on social affairs, something of that kind, and Mr. Reed over there every day and they seem to be good friends,and he told me, he say, "John is carrying a gun."

THE ARBITRATOR: John ?

A His name is John Wells. He said, "Johnny is carrying a gun." I said, "For what?" He said, "I don't know." Well, I said, "You tell him he had better leave that gun at home because he will get himself in trouble. He is too young a man to be carrying a gun, and why he is fixing to get himself inprison the rest of his days. He is just in the prime of life." So he goesto work and he tells him. He told him, and so they laughed it off, and so the next day he told me that Johnny had taken his advice, he say, 'and he think he leave his gun home'. So I didn't say anymore to him, so the next day after that or two days after that-- thatwas last week, he said, "Johnny was out last night and he say he carried his gun."

Q What was that ? Out socially ?

A Yes,sir, out socially. So he had his gun. I

Q I mean he was not out working ? A He said he

had his gun. So I say, "What he doing carrying a gun," like that. "He better leave that gun home." And then the next following day was payday and some fellows had been held up somewhere down here around 31st Street, there were some fellows changed cars going home, so I asked John, I say, "What are you carrying a gun for?" So he says he didn't know what might happen to him.

Q Did you ask John himself?

A Yes. "You better leave it home. You get yourself in trouble," just like that. So, I think it was Monday or Saturday --

Q Last Monday?

A This last Monday, I think they had some trouble out to Darling & Company, something of the kind was reported, some fellows got beat up or something of the kind, when we came to work on Tuesday. So then this last week here the other day when we came to work on Tuesday then Ross he brought the subject up again, that John has got his gun. "Well," I say, "that gun go get him in trouble."

Q You mean that he had a gun there at the shop?

A Yes, he say he had a gun.

Q I know he said he had one, but that he had it with him right then and there?

A Yes, sir, he brought it with him to work. So when he say, "Well," that evening, then they went downstairs they done dressed before they got downstairs, and when he was looking up, I seen him put the gun in his pocket and went on out and I didn't say nothing to him. So that day Mr. Bedford and him was passing when Mr. Ross and I was talking and tell Mr. Ross tell him he better leave his gun home, because they talk with each other all the time, so I tell him he better leave his gun home, and Mr. Bedford asked, "Who had the gun," and I say, "John, he carrying a gun." He said, "It was dangerous carrying a gun around here." So I reported that. So I didn't say any more to him. And so when he asked me the next day, "Did I see the gun," I told him I seen him when he put it in his pocket downstairs.

Q He put guns in his pocket as well, where did he take it from his working clothes and put it in his other clothes?

A His clothes were lying down on the floor.

Q You concluded that he had it on the floor there when he was working?

A When I seen him he was picking it up from down here and stuck it in his pocket. That is all I seen.

Q Would you know if he had a gun in his clothes as he was working on the job there, could you tell?

A I couldn't tell that.

Q Well, they don't wear many clothes working on the floor there, do they? they just wear a pair of pants and shoes?

A They wear boots and overalls and jumpers. Some of them wore pants and some of them doesn't, and overalls on top.

Q I was wondering. Of course, if he had a gun inside of his pants, if he had a pair of pants on in addition to the overalls, you wouldn't know if he had it or not?

A I couldn't say.

Q Well, was it reported to anybody?

A No more than that, that is all I know. I didn't say any more to either one of them about it. And Fred

Brady asked me about it, and he told me it was reported, and I didn't say anything more to anybody about it.

Q Do you know anybody else who saw him have a gun in his clothes there?

A Only I knew that his friends there, because he told me.

Q He told you about it?

A Yes, he told me two or three times or three or four times.

Q Now, they are non-union men. They don't belong to the union, do they, or do they?

A I have been -- they have been in there, I know, both of them have been in there.

Q Now, you talked friendly with them and they talked friendly with you?

A Friendly.

Q There was no nagging or anything of that kind was there between you and him?

A No, sir.

Q What you objected to in his conduct was the carrying of a gun?

A Yes, it was a wrong thing. That is what I object to.

Q So among the non-union men, so far as you know, they were not the naggers?

A I didn't understand that.

Q The people nagging that you have talked about, if you did, I have forgotten, they were not among those who were nagging, these men? Were they? Or were they? I am just asking.

A Only I have heard one of them make the expression that he wasn't going to be bothered with any of them. If any of them bothered him -- that young fellow there, I forget his name, Johhnie, he said what he was going to do if anybody bothered him.

Q Well, he didn't bother any, as far as you know?

A No.

Q And you don't know of his bothering anybody else?

A Not that I know.

Q If he did bother anybody else, you don't know?

A I don't know.

Q But what you are objecting to is his carrying a gun on the floor?

A That is it.

THE ARBITRATOR: So do I. So does anybody.

MR. CONDON: Q How far do you work from him?

A We worked right along together.

Q That is Reed and Johnnie work right alongside you, do they?

A Yes, sir.

Q And how long have you worked alongside of each other?

A About a year, I suppose, longer than that, not over a half or more.

Q During that period of one year have you seen or heard Johnnie, or Reed, or any one of them, using any bad language toward any member of the union?

A They were in there last year.

Q In the union?

A Yes.

Q And then they came out, did they?

A Yes.

Q Now, my question is, during the year that you worked alongside of them, did you ever hear any one of them use any bad language against any member of the union, personally talking with them, yes or no?

MR. KILKOWSKI: You don't have to answer, "yes" or

"no."

THE ARBITRATOR: If he can.

MR. CONDON: It is a question that can be answered yes or no.

A Let me hear youse again, please.

Q Did you ever hear John or Reed use any bad language against any member of the union, because they belonged to the union, or did not belong, or used to belong?

A I have heard both of them using bad language.

Q About unions?

A Yes, sir.

Q What did you ever hear them say?

A I heard them say they wouldn't fool with it or they wouldn't bother with it; say, "Oh, darn it," or something of that kind.

Q That is what you heard them say, is it?

A Yes, sir.

MR. MEYER: Q How long have you been working with them up there?

MR. CONDON: A year, he said.

A I have been working there longer than that, but we haven't been right together.

Q If I understand you correctly, you didn't know

whether they belonged to the union or not. When did you find out they did not belong to the union? Do you know now whether they have quit the union?

A I know what they say, that they are back in their dues.

Q How do you know that?

A He told me.

Q If he hadn't told you that, you wouldn't have known whether he belonged to the union or not from his actions there? Well, it's all right.

ooOoo

F R A N K C U S T E R,

(colored), testified as follows:

DIRECT EXAMINATION
By Mr. Meyer.

THE ARBITRATOR: Q What is your name?

A Frank Custer.

Q Are you the other member of the floor committee at Wilson~~x~~ & Company?

A Yes.

Q On the killing floor?

A Yes.

Q How long have you worked at Wilson's?

A I have been working there off and on for three years. This last time I have been working there about nineteen months.

Q You have a good job, have you? It is considered one of the good jobs?

A Yes.

Q What is your work?

A My work is ripping tails.

Q How long have you been a member of the floor committee?

A I have been a member for about a month or so.

Q Have you had grievances presented to you by the men on the floor in that time since you were there? Have there been any presented to you?

A No, only except -- no, not no grievance.

Q Haven't you had any grievance from any of the men?

A Not until this case came up.

Q What grievance is this?

A Well, the grievance I am speaking about now, the men seem to be in fear of some of the non-union men on the floor.

Q Who complained to you?

A All the butchers.

Q Well, you are a butcher there?

A Yes, sir.

Q Now, if this was going on there, you would be just as likely to know about it as the rest of the men, wouldn't you?

A I do know about it.

Q Then you can relate not only what the other men know about it, but you can relate it from your own personal experience?

A Yes, sir.

Q Now, tell us your own personal experience?

A Well, what makes me say that the men are afraid is simply because the non-union man seems to be protected in every way. It seems as though Wilson & Company has a batch of men they can ship any place that they want to, that is, from one packing house to another, in order to discriminate against the union man. That is to break down the union power if they possibly can, and the slow factories there are some men that are actually used for that purpose

and some factories that he has failed in.

Q That is he has failed to give the union man his just dues, is that what you mean?

A Yes.

Q That is, he has used these non-union men in a way to tear down the just dues of a union-man. Can you give us any instance of it? That may be a hard thing to do. I realize that.

A Yes, I can give you some instances.

Q Of course, in order to have it a grievance and in order to make it something someone can act on, we have got to have some evidence on it. You understand that.

A Well, I will tell you one case about Heavy up there.

Q That is Big Williams?

A Yes. Of course, there was a boy by the name of Tubs worked on that floor, cutting guts, the entrails of a cattle, and it seems as though one day Tubs wanted to go home early. We were working ten hours at that time. So Tubs spoke to Heavy about going home and said he would like to go home around three o'clock, and he said he wanted to see if the head foreman would

let him off, so Heavy --

Q Did you hear this?

A No, but it has been proved, though, since, I know the fact has been proved by the committee and superintendent and also --

Q Where is Tubs?

A Tubs is not working at the place now, but his brother is working there.

Q Well, his brother may not know more about it than you do?

A You want me to show you the facts where a discrimination comes in.

Q Go ahead. I just wanted to know about Tubs as we went along.

A So he told Tubs if he would give him his check he would drop it in and he could see him later on. He said to tip him half a dollar, that he would make it good for his whole afternoon, the whole day's pay. So Tubs went home and during this time, in the meantime, it seems as though Tubs was telling Heavy that he was going to get into the union, see, and Heavy tried to persuade him not to join the union. And so

in a few days Tubs gets into the union and comes out with his button on, but he hadn't given Heavy this fifty cents, it seems, so Heavy gets sore on this boy at this point, and he began to lay on this Tubs you understand and he laid on this Tubs so hard that he couldn't go to the toilet to make a passage without he would be in there to take him off the seat. So Tubs smashed Heavy in the face and started to fight him because he was xnagging after him all the time.

Q That is good cause generally?

A Well, anyhow, it seems as though when Tubs smashed Heavy he tried to go after him again and some of the fellows tried to keep Tubs away. He is only a slim fellow and Heavy is big enough to eat him up, but he had nerve and he was picked on so often.

Q Tubs had a better mouth than Heavy?

A Well, he seemed to have. Anyhow, he hit Heavy and Heavy leaves from there and goes to a post -- we have about sixteen posts in the middle of the floor, what they call the beef splitters hang their cleavers up on these posts on hooks and Heavy grabs ahold of one of these cleavers as if to say, "If you

come to me again, I will split you open" -- perhaps, and the foreman gets there and asks, "Why is this trouble?" Well, this boy he tells it, why the trouble is, that this man was nagging after him all the time. The committee was there, too. I was not on the committee at that time, but I hear all these things going on. And so finally they brought the superintendent up there, Superintendent Rhodes tried to see what this trouble was. So this boy explained how this man was interrupting in upon him, and nagging after him all the time. He claims he was a good worker and he means to give the company what he reasonably can, so far as labor you understand, and he couldn't stand for this man's nagging. Of course, they discharged this boy Tubs for this trouble he had with Heavy.

Q You say they discharged Tubs?

A Yes, they discharged him.

Q I thought somebody else said they didn't discharge him, but he afterwards left?

A Tubs was discharged.

Q You are sure of that?

A Yes. Then the committee checks show against it that they reinstated him on his job and told Heavy

never to repeat this occurrence again. "If you do, I will have to discharge you."

Q When was that?

A This has been about six or seven months ago.

MR. CONDON: Q It was while you were working on the ten-hour day?

A No, it was while we had eight hours all right enough.

Q You had ten hours?

A We were working ten hours that day, but on the eight hour basis.

THE ARBITRATOR: Q Has Heavy had any of that sort of business since that you know of, I mean this grafting of fifty cents?

A No, I couldn't say.

Q Now, do you know whether it was the union proposition that got on to Heavy's nerves or whether it was the fifty cent proposition, or both?

A Well, I think Heavy needs the money all right. Of course, that was proved upon the floor.

Q Now, just to make things as brief as possible, so far as I am concerned, have you known of any other occurrences -- particular occurrences?

A Occurrences I have concerning Heavy. It seems though we have men up there that their lack of experience, you see, and they haven't just got the control of their complete mind, you understand.

Q You mean of your men?

A Of the men that is working on the floor, but men that is persuaded that is in their own mind to become in the union. It seems as though they would go to Heavy and he being one of the most populous colored men on the floor.

Q You mean popular?

A Yes, sir.

Q Who is he popular with?

A All the men.

Q You mean they all like him?

A Well, there is some likes him and there is some don't. Of course, I like Heavy, but I don't treat him as if I would like him, because he is against my bread and butter.

Q Yes, I understand.

A Now, I like him in a way.

Q He is a sort of a good natured fellow, as these

big fellows sometimes are.

A And sometimes they work in an underhand way, you can't just tell. But I know he ain't really a friend of mine. If he were, he wouldn't try to come between me and my bread and butter that I am trying to make it honest. Then if he is a friend of mine, he is underhanded.

Q Now, what does he do? Do you imagine he is trying to get your job?

A No, he ain't trying to get my job.

Q I don't mean for himself, but do you imagine he is trying to get you out of your job?

A Well, I tell you, you see they have had a club, what they call a Wilson club out there. They was agitating that Wilson Club. Well, this Wilson Club was connected in a way with this here colored Y. M. C. A., but Mr. Wilson was the head of this club, and they have all colored members in this club, and they have it storied around that all the men that belong to this club was to try to undermine the other men of their job. That is what would come up in their meetings.

Q That report was circulated?

A Yes, but it is a fact that Wilson had a club which they called the Wilson Club and nothing belonged to it but colored men.

Q Colored non-union men?

A Yes, sir.

Q Were there any union men belonging to it?

A There were union men belonging to it in hearts, but —

Q I mean in fact, but not in heart, perhaps?

A Yes, that is, they would join this club thinking they were coming into the union.

Q Oh, I see what you mean? It was represented to them that this was a union?

A Yes, sir.

Q And they would go into it?

A Yes, that is, some men; then some men knew just exactly what the thing was, you understand, and the men that were union men, that they were after, they see what it was, they told us. Now, there is a man that was elected president of the concern and when he found out it was a colored concern to beat the colored man down, he got disgusted, he broke up that check and tore up the books and everything and beat the man that was the head of this --

Q Beat him at election?

A No, at one of these meetings, one of these Wilson Club meetings.

Q I am not trying the Wilson Club of course, but what did Heavy do with this?

A Heavy was one of the members.

Q One of the heavy members?

A Yes, and by being a member of this club, he would naturally try to work against the union men, that is why I say that agitation --

Q Of course, you recognize this as a matter of fact, that outside of the plant a non-union man has got as good a right to solicit a man to leave the union as a union man has to solicit him to join it?

A Not if he knows it is wrong.

Q No, but if he thinks it is right?

A He can't think it is right.

Q We differ very radically in what we think.

A Well, judge, your Honor, a thing like that, if a man is playing against a thing like that, now that is, now say, for instance, I come to you and

say I want you to work for me, I will give you three dollars a day, and this man comes and says I want you to work for me and I will give you six dollars a day, you would go for that six dollars a day.

Q I don't know. That would depend on conditions. I might prefer three dollars under some conditions to six dollars under some other conditions and you might.

A No, I wouldn't, because I am after the money and it takes money to live.

Q But what I say is this, that off on the street Williams or any other man can ask you to leave the union and that hasn't anything to do with the shop, and does not authorize you or other men to strike.

A Why certainly.

Q You may not approve of it, and you may not think it right. That is a matter of opinion. Now, what I want to get at is this: We are trying to prevent the public of the United States reaching the conclusion that union contracts cannot be depended on. We are trying to establish the fact whether or not a union contract can be depended on, both sides. The particular matter under inquiry is that in your shop, contrary to the union contract, contrary to the contract which your

leaders made, your men struck, walked out on their jobs, left the stuff laying there and all that sort of thing, struck regardless of consequences. Now, that is contrary to the contract and it is breaking the contract, and it is the one thing of all other things that the contract was expected to prevent. That is to say, if there is any trouble or any grievance against Williams or anybody else, growing out of any reason whatever, there was a way provided for settling and that was agreed on. Now, we are trying to find out whether a union contract in this union is good for anything. If that is not, there is no use having any unions, because no one will deal with them. You know that, don't you?

A Yes.

Q Anybody, whether it is employer, or a firm, or a man, if the impression gets out that his word is no good and his contract, which is his word, is no good, people won't be justified in dealing with him. You know that. You would not deal with a man if you could help yourself if you thought he would not keep his word, would you?

A No.

Q Not if you have a choice in the matter. Now, the

union officers tell me -- and I am bound to believe it -- that they are trying in good faith to carry out the contract that they made, and I want to help them do it, if you want to help them do it, don't you?

A Yes, sure.

Q Well, you know, you can't help them do it by striking?

A No, you can't in a way.

Q Because striking is the very one thing that violates the contract. You know that, don't you?

A Yes.

Q Now, your men are intelligent men, they know that just as well as you do, don't they?

A Yes, yes.

Q Now, what is going to happen the next day if before any grievance comes before me, before I ever heard of any grievance, before any complaint has been made, you up and strike? What is it? Is it a disease? Is it in the air? They do it in your shop, they do it here and there in the last week or two or three. I have been trying to find out the reason for it now being so more than at other times, if I can find out. You don't seem to throw any particular

light on the subject as to the conditions being more chaotic or serious now, or the reasons being more serious now than they were before. I don't understand that they are. But the fact is that the condition is more serious, that is, the boys are striking, and you say, "Why, I don't believe they quit, they just got scared," and some of these fellows are going to hurt them and they quit, and they quit because the rest of them quit and the rest of them quit because you quit," and there you are. Now, if there isn't any design or plan about this thing, it is a mighty unfortunate thing that this disease should strike the boys at about the same time or should strike them at all. We have got a remedy for any trouble. You cannot say that the remedy is bad until you try it. You don't even try it. Are you expecting any strike there within the near future?

A No, I am not expecting any.

Q Now, when Mr. Murphy, or Mr. Kilkowski, or Mr. Johnstone, or some of these men, or Mr. Lane, perhaps, if it was he, came there and explained the matter to you boys, you went back to work, didn't you?

A Yes.

Q And they are working now. You have non-union men there now the same, Williams is still there and Wells and Reed are still there, aren't they?

A Yes, as far as I know.

Q If we can, we are going to take that gun away from Wells. He hasn't any business to have a gun there for any purpose, whether social or domestic or industrial, he hasn't any business to carry a gun. You fellows haven't any right to carry guns or weapons, except, of course, as you might have to do your work there. I want to help your officers to carry out the contract. I want to help your side carry out its contract, even if we have to apply just what little force we may have. I don't know whether we may have or not. Your bargain is with the United States. The bargain is with the United States. It is up to the United States to enforce their contract with you, if they can. I am merely to report what is to be done. I don't think there is any disposition to do that now. But a man who goes to men in violation of a contract and urges them to break their contract, ought not to be a

leader of men, and he really ought not to be there. Now, that is the truth of it. A man who will tell these men to break their contract ought not to be there, and a man who will carry a gun and raise disturbances, or a foreman who will discriminate against men who are non-union or union ought not to be there. That is true on both sides. You recognize that, don't you?

A Sure.

Q Well, we are going to try your officers to carry that into effect some way or other. I am not here to punish anybody, but we are going to try and carry that into effect. You realize that collective bargaining is one of the big objects of having a union at all, for men to make a bargain together and not have each man come to the gate and have the foreman say, "I will give you two dollars and you a dollar and a half," and take advantage of the man's necessities to pay him what he pleases, and no man having anything to say about anyone else's wage. You don't believe in that, do you?

A No.

Q You believe in fixing it by agreement?

A Sure.

Q You cannot expect people to fix them by agreement unless there is reasonable ground to expect the agreement will be kept?

A No.

Q Well, keep the agreement on both sides.

MR. CONDON: Who is that gentleman you say was the president?

A Strapper.

Q You say he was the man that was president of this club?

A Yes.

Q And it is a colored Y. M. C. A., is it not?

A Yes.

Q White men don't ordinarily join it?

A That is what they say, but why does Wilson back it.

Q Don't you know they are working for Armour and Company?

A I know they are working in some of those plants.

Q Don't you know he has not been working for Wilson but is working for Armour and Company?

A That makes no difference. He is working out

there. That white position is maintained against the union.

MR. MEYER: Is that the reason you call it the Wilson Club?

A We didn't name it the Wilson Club. They had cards out there and they passed those cards around.

Q Well, it is a Wilson card with the Y. M. C. A.?

A And Wilson and Company had a man upon the floor from this Y. M. C. A. who was talking over the men to join this union.

Q Did you belong to it?

A No, I should say not.

Q Have you ever been in it?

A No.

Q And all you know about it is what you have been told?

A What I saw.

Q What did you see?

A This man plugging men to join the Wilson Club.

Q Of the Y. M. C. A.?

A It is connected with the Y. M. C. A. in some way.

Q You yourself are not afraid of Reed or Wells, are

you?

A Why, no, I am not particularly afraid of him?

Q You didn't stop working because you were afraid of them did you?

A Why I stopped because --

Q No, just answer my question.

A I stopped when the gang stopped.

Q Did you stop because you were afraid of Reed or Wells?

A No, I stopped, because I was afraid of Joe and Heavy.

Q Who is Joe, now?

A Why, that fellow over on the end.

Q Joe?

A Yes.

Q What were you afraid of him for?

A Simply because Joe has been agitating out there for the last eighteen months.

Q Are you working on the same floor as Joe?

A Yes.

Q Do you work as close to him as Joe does?

A I pass him all the day.

Q He agitates when you go by, does he all the time?

A Joe doesn't work --

Q Anybody else he is agitating with but you and Bedford?

A Yes, and that man there and Whiting.

Q You three?

A There is the whole batch of men.

Q We just had Joe here and we heard what he said about it. I want to --

MR. JOHNSTONE: He didn't say that this man did not agitate.

MR. MEYER: You don't need to tell us what he said. I just heard.

Q Mr. Custer, what I want to get at is this, do you know anybody else except yourself, Bedford and , that these people were annoying?

MR. JOHNSTONE: He has told.

THE ARBITRATOR: All right. Let him tell, Mr. Johnstone.

THE WITNESS: A All the butchers that work on the floor.

MR. CONDON: Q Did you ever see these men annoy Joe, the man who just testified?

A I seen them talking and going on, I don't know.

Q Well, he annoyed other fellows just the way he did Joe, didn't he, is that your judgment?

A Let me explain it to you. This Joe has been agitating for eighteen months. When we first got on the floor there was a foreman in Wilson's knocked a colored man on the head with some kind of instrument.

Q How long ago was that then?

A That has been twenty months ago.

Q Do you want to tell it? I don't care anything about it.

MR. JOHNSTONE: Go ahead.

THE WITNESS: A Yes, I want to tell it. So this here man knocked this colored man on the head concerning the work, understand. That is, they got into an argument on the floor, and the man came up -- that is, one of the company's policemen came up to take this fellow off the floor and take him down to the dressing room and put his clothes on, and was taking him outside, and while this policeman had him and had a hold of his arm, this man slipped up behind and hit him over the head with his club; Joe and Heavy and all the colored men on the floor, and the whiteman said,

"We will join and get together and hold together to cut out this brutality among these superintendents and bosses." Understand? And for protection sake. Joe and the batch of them got over there, it seems, to start this thing. Well, they stayed in the union I guess three or four months, then for some mysterious cause they pulled out of the union, I don't know. They may be getting two checks, or they may not be getting nothing. Still they are out of the union. Why they came out I don't know. Then after they pulled out of the union, Joe and them, they began to agitate the union, it is no good. It is this and that, and just up here until a couple of weeks ago a fellow came to me and says, "Frank, I am going to get into the union. That union is good for us men. Us men have got to get together. It is the only way us poor colored people has to get together is to get into this union, and plan our methods and make white men take notice of us, and perhaps they will help us along after they see we are men enough to help ourselves." I said, "Why sure, get into the union. That is the best thing. I was talking to Joe about it and Joe told me I was a God damn fool for joining that union. I won't join unless Frazee and Wilson will

join."

Q You knew Frazee and Wilson couldn't get in if they wanted to?

A That is why they say, "Such guys cause trouble and cause race riots or a revolution." You know that is a fact. They can sit there laughing.

Q You bet I am laughing.

A Why laugh? You know a thing like that will agitate a race riot or perhaps cause you to get killed.

Q I think you are doing more to do it than these other fellows?

A No, I am not. If I am agitating, I am agitating to keep down trouble.

Q We are trying to do more to help you than all you people together.

A It don't seem like you are, doing these dirty, underhanded tricks to poison the union and to break the power of the union. In union there are strength and you know it. Take, for instance --

MR. CONDON: Q Does it consist of ordering strikes like you did?

A No, it consists in ordering power and bringing men more on equality to one another.

Q Then when you struck the other day, you struck

because you belonged to the union, didn't you?

A I didn't strike, that is, we all struck together.

Q And you struck because you had made up your mind --

A To bring up harmony.

Q That all other men join the union?

A No.

Q What do you call harmony then? Do you call going out on strike harmony?

A No, I don't call it harmony. I don't say it was harmony. I never spoke about strikes or nothing else.

MR. MEYER: Q You got the idea in order to strengthen the union you can do it quicker by going out on strike than any other way?

A No, I haven't.

Q Then, honest, why did you go out on strike the other day? Tell the Judge.

A I tell you these men are just naturally scared to work around --

Q You can't tell me any man who is scared. You haven't told me any yet.

A I say, men who work on the floor.

Q The only men we know about are you and Bedford and Whiting and neither one of you three are scared, now

we have Mr. Joe and he is not scared.

A I didn't tell you I wasn't scared.

Q Well, are you scared?

A Yes.

Q Oh, that's different. What are you scared of?

A I am scared of getting knocked on the head or a knife into me.

Q You have a knife? A What good is my knife?

Q What good is his knife when his back is turned, aren't you a man?

A You bet I am a man.

Q Are you scared of any man when you have a knife and he has a knife? A Certainly.

Q When did you get scared? A I have always been scared.

Q Why do you work in a packing house?

A To get a living.

Q I wouldn't work in the packing house where there are knives if I was scared? A What are you going to do.

Q Did you ever get work other places?

A Yes, I have worked at other places. When I am working for a living I have got a right --

Q Supposing they have, as I think they would have, the right to do, to discharge you for the striking that you did the other day, you, yourself ?

A You think they would ?

Q I say theywould have a perfect right to under your agreement that you made. Now, if they had done that, then you would have had to work somewhere else.

Q If they had discharged me, I would come down and see Judge Alschuler.

Q We would have told you they have a right to discharge you because you left your work and struck with the whole gang ?

A No, he wouldn't ?

Q I don't know but what that may happen to you yet, Custer ?

A Then it is up to Judge Alschuler.

MR. KILKOWSKI you might lose your job yourself. I might too.

MR. JOHNSTONE: Q Don't you think most any man is scared if he thinks some treavherous dog is going to stick a knife in his back?

A Why certainly.

MR. JOHNSTONE: Anybody is scared.

THE ARBITRATOR: Is there anything more with this witness, or anything else?

MR. KILKOWSKI: I just want to impress, if that isn't your idea and your position and your feeling, and that of all the rest of the men, that if all this so called nagging and of this calling of names, and carrying weapons by the so called "bosses" or "straw-bosses" or non union men is stopped, there won't be any trouble among them?

A Not at all.

MR. JOHNSTONE: You don't give a damn whether they join the union or not?

A No, If they join the union they will show their hand.

MR. CONDON: And if they don't join the union, you won't?

A Yes, I will, but not on the same principle.

THE ARBITRATOR: It would not be 100 % then?

THE WITNESS: Now, just here the other day - I want to ask you a question? Have the union a right to bring along this campaign that they have got on here, that is on the street?

THE ARBITRATOR: Nobody has ever questioned the right, have they?

A Yes, they have been.

THE ARBITRATOR: They have not any right to make a campaign on the premises?

THE WITNESS: I don't mean on the premises.

THE ARBITRATOR: Any more than these other men have the right to make a campagin against the union on the premises, either bosses or men. They haven't any right to start that sort of business on the premises, because experience shows that it does lead to more or less ill feeling, and interference with work. That seems to be the basis of what they agreed to. They agreed to it. That is not any of my doing, you know. I did not make that agreement. That bargain was made between your unions and the employers, and I am simply to carry it out. That is all. I am simply a machine. Now, with what is done off the property, or substantially off the premises-- I am not passing on that, and that question is not before me now, and nobody has brought the question before me, as no complaint has been made on that subject, and as the Good Book says, and you probably know at least as much about it as I do, "sufficient unto the day is the evil thereof", and we will take care of what is here now. We will not bother about the things that

occur off the premises, because my duties are concerned with what goes on on the premises.

A You must remember judge, your honor, in some cases the things that happen off the premises, will affect on the premises?

THE ARBITRATOR: Oh yes, well, you must look out for that on both sides. A That is where I say the men will naturally work in fear, for this simple reason. Now, out there the other day when they were out there campaigning, one of these here Polish fellows, walked up to a crowd of men and just put his hand on him and said " brother, how would you like to come in a join the union". And this fellow kind of jerked away from the man, and broke his suspender and his over-alls. So Joe was out there at the same time-- this happened out at the gate, and so finally this fellow,- this Polish fellow, seemed to get into the crowd someway, himself a col ored fellow, and he began to hunt him, and said "Where is that son-of-abitch"? "I want to bust his neck. What right has he to come up and try and drag me into the Union. Why didn't he come up and talk to me." I said "When that man came up here, why didn't you bust him then?" "Well" he said "I believe in the union all right, and I will join it." Then I says: "Well, you should be a man and talk reasonably to this fellow, and they will talk reasonably with you", and sure enough they did, because

the very next day this man has got a button on. It shows that this union man must have seen him and talked to him in a nice sort of a way. Well, I was going over into a saloon to get a drink, and just as I was coming out, a truck was pulling off, and Joe was out there with a hand full of bricks throwing them, saying: "What are them sons-of-bitches ding around here pulling off that stuff." That shows he has it bitterly in his heart against the union men, and he means to get that man out if he has to go and take his life.

MR. JOHNSTONE: Where was he when he threw those bricks?

A Standing inside the company's property. Inside the gate. I seen that with my own eyes, judge your honor.

MR. JOHNSTONE: He wouldn't come out and do that on the street, would he?

A No.

MR. CONDON: By the way, are you the gentleman who stated the other day, when you met with others in Judge Alschuler's chambers, when Mr. Murphy was present and two of your friends, two or three of your friends --

THE ARBITRATOR: And you and Mr. Meyer.

MR. CONDON: And Mr. Frazee and Mr. Williams, that you believed that the non union men ought to be treated the way they are treated in Texas, that if they don't belong to the

union, they ought to be haltered and hung?

A Why there ought to be something done to them. I want to tell you about that. It seems as though the Wilson Company is taking my race up from Texas, using that as a big stick, using them as something to cut their own throats, Xmyx to run themselves down lower than they are today. Out in that Wilson plant, there is as much as 15 men out of Texas working upon that floor that is not in the union, and for 18 long months have they been talking to those fellows and trying to get them to come to reason and to come into the union. They say the fellows who come into this union upon this floor, we catch what we call "hell" your honor. Now this thing has not started the last few weeks. It has been going on for the last 18 months. We worked upon that cattle floor for ten and 11 hours, and 11-1/2, and after ten and 11-1/2 hours we were forced to work a hour,-- half hour, or 15 or 20 minutes to a half an hour, up to 45 minutes after quitting time without pay. If one of the committees would take it up to get pay for this they would get bull-dosed or be job-threatened of him. They will lose their job. There are men that have been on this committee, men who are making pretty good money, that is butchers, and they have been on this committee and withdrew away from this Committee simply because they are scared. It seems as if they

were standing between two fires, the company on one side and the non union men on the other. "We don't want to be working these minutes over time", and we don't want to have over work put on us. That is, more work. Now like a week back when they were working ten hours, they wanted to get the rating of 150 cattle an hour. Well, that floor is really too small up there to get a bunch of men to work on that floor to do that work and to get it out, that is on time, without running over one another, and running chances of cutting one another or running chances of cattle falling on them or some chances of getting hurt or perhaps killed by rushing into each other. It is so crowded you see that they cannot get by -- you know the knives are sharp as a razor, and if they happen to touch you, you are cut, you are apt to get blood poisoned-- you know the knives are sharp as a razor, and if they happen to touch you you are apt to get cut and get blood poison, and that is your life, and in that way, these men-- the company has really been abusing these men,-- and alen the non union men, but the non union men, it seems to be he is weak,- his ideas are not broad enough to make him see that the company is making a dog out of him, that is, working him to death, that is, killing him upon that floor.

THE ARBITRATOR: You mean him alone, or all of them?

A The union men and the non union men, but the non union man seems to be so weak in mind that he doesn't have principle enough in him to say "I will join the butchers, and try to tear down this brutal way of living, and try to make an easier way of living for ourselves." It seems like he hasn't got the brains to think that way, and if a man hasn't got brains enough to see his way through in that respect, why that man hasn't got brains enough to take your life. That is if some man will come up and say "here". It has been proved so, right on this floor, this man Wilson, he walked up and down this floor singing church hymns and talking to everybody mostly about experience and about religion, and about the sisters of the church and the brothers of the church and the deacons and so forth, about he is a child of God, and all of that, and came out there and knokked that man on the head and called him abuse for nothing, after agitating this trouble all that morning. For five long hours he knew what he was going to do. He premédétated this for five long hours, and he was going to get somebody. When he came up on the floor that afternoon he said "I have been to the office, and I know what to do." And a few minutes after that he knocked the man on the head. It seems as though this man's brains were running out of his ears, Because there was something runnlug out of his ears. There

you are. To show your honor that the men are naturally working in fear on that floor, and the only way to get out of that fear is to get these agitators out of there. They are not only making agitators on that floor, but they are making them all over Chicago. Supposing race trouble starts,- I am a colored man, and love my family tree, and I ain't going to stand for no white man to come imposing on my color. If he imposes on my race, there is going to be a fight. And here comes another, and there is going to be a bitter fight. I don't care if the colored man wears a button or not. He has that love in his heart for one another, that is, if he is a man.

THE ARBITRATOR: I am noticing, in your own organization, that while there are about 150 white men in the union, and perhaps 30 or 40 black men, the President of the Grievance Committee, and he is elected by the bodies themselves, consists of two colored men and one white man.

A And let me tell you why that is. Because the white man is scared to be on a committee on that floor. There have been whitemen on that floor. There have been three white men, and they all with-drew because they were scared of their lives. They were standing between two fires,

the packers on one side and the union men and the non union on the other. They didn't know which way to turn. They didn't know what to do. Committeemen have been so scared on this floor that this White has a wheel, and he had to take this man home on his motor-cycle. That shows you Judge your honor that the men is absolutely working in fear, because if a man is low enough to work against his family and to starve his family, and to keep his family from the wants of a living as a man should make for his wife, that man is little enough and dirty enough to do anything, and when should you want to force a bunch of honorable men-- I say honorable men, and men that will go down and work and make an honest living, that man is a honorable man, is he not, your honor?

Will you force a bunch of honorable men to work with a bunch of cut throat men of that sort? As I say, they will take the pick, it seems, take my people -- that is, the highest class of my race, and use them for a big stick. It seems as though they bring a bunch of colored men from Texas here to Chicago, in order to break the power of the Union. That is all. You understand. We have got to work in sets. We cannot get away from it. We have to speak up. The reason they say that is

is, there is as much as15 or 20 men going right out of Texas, from the same home, raised up together in the same packing house, and worked together, here awhile back, before the men were allowed to wear the union button, all these men were in the union, save for instance Slim Davis and Heavy, and Oscar Lodd, and a boy by the name of Buke. Now, they are all smart boys. They are smart in a way, they have got knowledge. They are independent, and they are skilled, good butchers. You cannot find a white man in the city of Chicago who can compete either with these men in their class of butcher work, you understand, and all these men joined the Union. They were all in the union together. It seems as though some mysterious thing came up that they drew out of the Union.

Now to show you how the packers are using my race as a club, now here is a big man they call Slim Davis. Slim Davis is a man who seems to win the good will of everybody. That is, everybody will take a liking to him you understand. So Slim was in this Union. It seems as though he is a kind of a wheel-power over the bunch of men he takes part in,you understand. So Slim in some mysterious way got out of this Union, and he was bitterly against the union. The company took and sent Slim from

waukegan here. I don't know whether it was to Seattle or Frisco that they sent Slim, but anyhow Slim was a splitter, he was getting at that time $6.10 a day. I think that was what the splitters were getting at that time. And so Slim goes on this mission for the packers. I don't know what it is for. Perhaps, maybe to draw the men out of the union and to work against the union in some way. But I know Slim came back to the packers for his job back again, and they throwed the old stick away, and said, "I cannot use you." And they ain't used Slim since. Why? Because they got tired of him. They couldn't handle him as they tried to handle him. You understand what I mean. That is, they took my people and use them until they cannot use them no more and then they throw us aside.

THE ARBITRATOR: Well, the white folk claim they do the same thing with them. You have heard them testify here. So you haven't any special monopoly in feeling that way.

A What I am getting at, I am showing you that, that if our people is so weak minded as to let the packers use them against their own race, and to keep their own race down, they are dirty enough and low enough and weak enough to kill you if the packers tell them to do so. Then how do we know but what the packers are,-- or hired this Wilson to come up there on the floor and kill the union men?

THE ARBITRATOR: Well, how do you know that I didn't give the orders?

A I think you are too much of a man.

Q We don't know anything about anybody else except what we see- and sometimes we don't see that right?

A Well, you ought to see the facts where these men are scared.

THE ARBITRATOR: Any other questions?

MR. JOHNSTONE: Yes.

Q You know Charlie Eagle works on the floor?

A Yes.

Q Has he ever talked to you how he became a member of the union?

A Yes sir.

Q Tell the story to the judge?

A Kelley is one of these boys from Texas too.

THE ARBITRATOR: A colored boy?

A Yes. He ain't no boy. He is a man.

Q You called him a boy?

A I did. But that was my mistake.

MR. MEYER: Is he here?

A No, he is out at the plant.

Q Are you going to tell what Kelley told you or--

A No, I am going to tell you what Kelley did. Slim Davis

and Kelley are old, good friends. We are all good friends up on that floor, judge. we all love each other. Heavy can tell you the same thing.

THE ArBITRAtor: YOu mean you do now?

A Yes, we have a kind of a mysterious feeling betweenus now.

THE ARBITRATOR: Yes. I haven't had a great deal of experience in this world, but this mad mixture of love and fear, I don't just get it.

A Well, you will get it. When love turns to hate, you will get it. Kelley w as well acquainted with Heavy up there and with Slim Davis, and all of these non union men up there. He seen that the company w as taking these men and shipping them to various parts of the country, and they always came back to get the worst of it, and Kelley came up to me and said,"Frank, I am tired of this being patted on the back with a smile and called a good fellow and all that, and then in the long run get the worst of it." "I am going to come in the Union among you boys, because it is a good thing. I am going to be on the safe side." And Kelley has been a Union man ever since.

qTHE ARBITRATOR: Well, you boys make the best argument, and you have got him.

A That shows you have got some in this bunch who are waked up.

Q Yes?

A And see just what the packers are not doing. Now, some of the boys there "Oh, well, the union discriminates." and all that. I says; "It is not the union that discriminates. It is the company that discriminates against you boys. If you men--" which there are men up on that floor, colored men I mean, skilled enough to do any work your honor, but they ain't none of them doing any of that skilled work, throwing cattle. Throwing cattle is 72-1/2 ¢ an hour. The foreman don't put them there. If the company thought the union men wouldn't say anything about it, - and he better not say anything about it, that is why I am trying to show these boys it is not the union that is doing them harm. It is the company that is doing them harm.

THE ARBITRATOR: Is there anybody else from Wilson's floor here that was sent for?

MR. KILKOWSKI: Just in that connection, with that your honor.

--o--

R O B E R T B E D F O R D

recalled, testified further as follows:

Robert Bedford

BY MR. KILKOWSKI:

Q Tell the judge about this Kelley stuff?

A I want to make a statement on that.

THE ARBITRATOR: Q How long ago was that?

A Oh, it has been a matter of 7 or 8 months ago.

Q Pretty old stuff?

A He came to work one morning and Kelley had a button, and I spoke to him and I said "Good morning Kelley?" And he said "I went down and joined last night." I says "Oh, you did. I am glad to see it." So he says, "Yes, Bob, I will tell you he says, "I got tired of this Rhodes, the superintendent here -- that is the plant superintendent, Rhodes " bull-shitting you along, patting you on the back, and of course he tells you for a long time and never keeps the promises as he makes us, and the best we are getting is the worst of it. Now, these other guys, them, he is patting them on the back, and "bull-shitting" and I have sense enough to go on down and join."

THE ARBITRATOR: Now, if I was working on the floor what you say to me might have a good deal of impression, but of course, unfortunately perhaps for me, I am in a different kind of work. Now, that is alright what you say. Of what you saw, I have nothing more to say about that.

Any more of the Wilson boys here?

JOHN M. MALDEK

TESTIFIED as follows:

BY THE ARBITRATOR:

Q What is your name? A John M. Maldek.

Q What do you do?

A I am floorsman, butcher. For Wilson. I started for Schwartzchild andSulzberger.

Q You worked ever since Wilson was in the business? A Yes.

Q And for Schwartzchild and Sulzberger before that?

A Yes.

Q For how long?

A 10 years or so.

Q You have been there 10 years?

A Yes sir, I was out there in the 1904 strike and then I came back.

Q Came back when? A About 4 years ago or so.

Q You are a skilled workman I take it?

A Yes.

Q Are you a member of this floor, on this floor, this cutting floor, this floor gang?

A No, I am not a committee. I was a committee.

Q You are not on the committee?

A No.

Q When were you on the committee?

A Up to last January.

Q Did you resign, or did they just-- didn't you care to have it any more or what?

A I simply resigned.

Q Now do you belong to the union?

A Yes.

Q How long have you belonged to the union about?

A I belonged to the union ever since it started, 1901.

(witness was here temporarily withdrawn)

--o--

F R A N K G U Z I O R

testified as follows:

BY THE ARBITRATOR:

Q What is your name?

A Frank Guzior.

Q Are you at Wilson's?

A Yes.

Q What department do you work in?

A The wash room and smoke house.

Q How long have you worked for Wilson?

A Ten months?

Q How many men are there in your department?

A [illegible]

Q Did they walk out the other day?

A Yes sir.

Q What day was it?

A Monday.

Q Was that the same day that the butchers walked out?

A No sir, that was the same day that the Dry Salt and Sweet Pickle walked out.

Q Who walked out first?

A Everybody walked out.

Q I mean which gang?

A The Dry Salt and Sweet Pickle went out in the morning.

Q When did you go out?

A We went out at 12-30, right after dinner.

Q Were you the floor Committee?

A Yes.

Q Did you tell them to go out? Did you fix the time when they should go out?

A No.

Q Well, somebody had to fix the time?

A There was no time fixed in this case.

Q Was there no other strike?

A No other that I know of.

Q Well, why did you go out?

A By the request of the brother members of the union that went over to ask a couple of colored fellows if they

were intending to join the union, and to get their buttons, and I approached one of them, and I says: "Say buddy, are you figuring on joining the Union?"

Q That was on the premises?

A Yes sir.

Q Right in the shop?

A Right in the shop. Right after dinner.

Q Before you had gone to work again?

A Yes sir.

Q After lunch hour?

A Yes sir. He says: "No, I would rather quit than join the union." All right, I passed himup. I went to the next fellow. He was a colored fellow too. I says: "Say Bud, what do you think about this Union? Are you going to get a button"? He says: " No ". I says: "If you don't tomorrow, these men won't work with you. You can't work with these men." He says: "Fuck you." I says: "God Damn you. I was speaking to you like a gentleman, and I asked you a civil question and I want you to speak that way to me." So he reached down in his over-alls pocket for a knife. He was big enough to eat me. If he had no knife I would have a chance, but he drew a knife, and I called for help. So the members of the union, practically all of them

are in the union, except three, these three colored fellows, they all jumped into my assistance, and they says: "Well, we will have to do something with him, either get him out of here, or we will not work with him." All right, we stopped then, and didn't start to work. After dinner we didn't do anything at all. So the Assistant Superintendent came down there. I went upstairs to notify the Boss after the boys had stopped.

Q Notify what?

A That we want these fellows out or else we won't work. So I went up to the third floor, and couldn't see him there, and I went back to the wash room, and there he was standing at the desk, and when he seen me, he was talking to a fellow before he seen me. The Colored fellow was telling the superintendent "The fellow with the long coat". I went up to him, and he says: "You are a fine fellow." I says: "How is that." "For stopping this gang." Then he went and talked to the foreman, and says to the foreman: "How many men have you got in your gang." "22". "All right" he says: " Call up the employment man and get 22 men and get these men to hell out of here." I says: "all right, boss, what do you figure on doing. We

are going to stay out. We are either going to get these three men out or go out." So I seen they didn't get hold of the other stewart. Went up to the third floor for it, and stopped the whole smoke house, the whole gang. Then we waited for the committee of the Union. When the committee of the union came, they decided, and we all agreed with him, the committee decided that we should wait until Thursday for these non union men to join. So we agreed to that. And--

Q This was on what day? Monday?

A Monday, Monday afternoon.

Q You should wait until Thursday.

A Until Thursday. Give them a chance. Some of them men didn't have money enough, and some claimed they didn't want to join at all . So we gave them until Thursday to join the Union or else we wouldn't work.

Q Did they join?

A 100 %.

Q If they had notjoined you would not have gone back?

A We would have done something.

Q What would you have done?

A Refused to have worked, or else got them outside and asked them to go into the Union.

Q Do you imagine you were more strong outside than you were inside?

A Oh, we were all the same.

Q What I mean, is, what do you mean. Do you mean that you would have pounded them up?

A No, we would have asked them in a gentlemanly way.

Q In the meantime these men's work had to be done by somebody. Supposing in the meantime they had not held your placed, if they could borrow some other people?

A That would have been satisfactory with all of us.

Q That would have ended it?

A We would have met them out at the gate and talked with them and reasoned with them why they took our job.

Q How were they your jobs if you left them? If you quit and didn't strike, how were they your jobs? How do you figure that out?

A Well, we couldn't work because we didn't want to work with any scabs. There were three scabs in a gang of 60 men.

Q Yes, why didn't you want to work with them?

A Because they were not any good. They threw slurs at us, and one lad in particular says: "Fuck the Union. I am making as much money as you are. What is the use of my joining the Union."

Q When did he say that the first time?

A That w as that day.

Q That was Monday. That was after you had made up your minds you would either get them in or quit work?

A Well, the men had been talking to them for several weeks. Three or four weeks.

Q To get them to join the Union.

A Yes, they have been talking to them nice, and in a gentlemanly way. Then they couldn't stand it. Their patience gave out, and they goes to me as a committee to explain things to them more clearly, if they were willing to come in.

Q And if they were not?

A If they would not they would refuse to work with them.

Q Do you believe in honor and honesty?

A Yes sir, I do.

Q Do you believe in contracts and agreements?

A I do.

Q Do you believe in keeping your agreements?

A I do.

Q I assume you agree to pay your grocery bill; you pay it if you can?

A I certainly do.

Q And if you make any other kind of an honorable engagement you keep it the best you can?

A I do.

Q Do you believe in collective bargaining? You know what I mean by that? That is one of the principles of Unionism, collective bargaining. Do you believe in that?

A I do to a certain extent. I do because one man would never have a show.

Q That is the principle of it, one individual, dealing each one by himself is the principal, and the idea is that the men would have no show dealing with the employer. That is the idea. You understand that, don't you

A I understand that.

Q And one of the principles underlying unionism - one of the main things to be attained, to be brought about by Unionism is that the men present a solid front in the matter of bargaining. That is to say, when it comes to fixing wages, you wish your representatives to have something to say about it?

A Yes.

Q Whereas if you apply at the gate yourself for a job, and they say to you "you think you are worth

five dollars a day and we will only give youtwo dollars" and you have no influence of a united front, you may have to take that two dollars or go without work. You understand that?

A I understand that.

Q Well now, you realize also, that when such a bargain is made, when a collective bargain is made, it ought to be kept, don't you?

A I understand that.

Q And if it gets to be noised around that the Union don't keep its bargains, people won't make bargains with it? You understand that, don't you? Or ought to. You would not make bargains with people that you knew that would not keep them, would you, if you could help it?

A No.

Q Now, we all sometimes over look things and make mistakes. Did you know that your Union had made a bargain, a collective bargain, that there were not to be any strikes, that there were not to be any walk-outs; made that bargain with the United States; you and the employers made a bargain with the United States, that there were not to be an strikes or there were not to be an lock-outs, but there was to be a sort of a court

of arbitration made, and if there were any grievances, they were to be referred to that court of arbitration, and that court was to decide it. You knew that didn't you?

A Yes.

Q Now, you knew did you not, if there were any men there that were acting improperly and abusing and threatening employees-- employees there that were doing that, you had a right to go to your foreman and say: " Here, we cannot work with so and so, he is abusing and threatening, and making himself a nuisance, so that the people ought not to work with him." You knew that?

A I did.

Q Whether he was union or non union, you know that was true?

A I did.

Q You knew too, that part of the bargain was that you have a right to your job, and you cannot be discharged without cause. That is a fact. You knew that, didn't you? They cannot discharge you merely because they want to unless there is a good cause for it. You knew that?

A It has not been practised.

Q Well, I say, you knew that was the agreement?

A I understand it is the agreement, but it is not lived up to.

Q Well, is it not awful strange, that if it is not lived up to, and anybody is complaining there, that there is no anybody that brings those complaints before me? Isn't that very strange?

A It is.

Q It is, yes. Don't you know that there have been quite a number of complaints brought before me, in many of which the men have been sent back to work and given their pay for the time they were off, when it was found there was no reasonable ground for letting them go? Have not you learned that to be the fact?

A I have not heard of any, only one.

Q Well, that is true. Your leaders, if you ask them about that, will tell you it has been done. Occasionally there has been a complaint made, and it was found that there was a cause. Sometimes there have been such causes where men have been soliciting for union members upon the premises,because there is an agreement that it shall not be done after there has been a discharge. That has been done once in a while, and of course such would have to be sustained. Occasionally they make that charge, and do not prove it against the man, and sometimes some

boss shows an anxiety to get rid of a man without any cause, and he fires him and makes it hot for him, and I have put him back. Now that is part of the bargain.

Now, if you know all these things, there is no use my telling them to you. That is, as to what the agreement is. Now that agreement is in force yet. That agreement is in force, as I understand it has been renewed for another year. You understood that you cannot, each individual, make your own bargain with the employer. If you did, then you would be back to the old system, wouldn't you, of individual bargaining. So you must have men whom you rely upon to make these collective bargain for you. Men whom you choose directly or indirectly. You understand that, don't you? Now this bargain has been in force, this particular bargain has been in force since last February, a year ago last February, and we have been working under it. Occasionally an employer through some foreman will break it, try to break it. Sometimes he gets away with it. Nobody takes enough interest to make a complaint. The fellow gets another job, or may be he gets a better job, and he does not bother about it. About half my time has been spent here hearing these complaints of one side or the other. Then occasionally an employer

will complain. In this case, the employers have complained that the men are breaking their contracts, contrary to the terms of the bargain. Now what I would like to get at is, if collective bargaining has fallen down with our union?

A If it has fallen down?

Q Yes?

A It has not.

Q What I want to get at is, if your men will support your leaders?

A Yes, they will.

Q When they make collective bargaining.

A They will.

Q Now, everybody seems to concede -- I don't know whether you deny it or not-- that is, most of them who have spoken, seem to concede that the men should not strike, if they have a grievance, they should present their grievance and have it disposed of. If men have been nagging you improperly, and not as the result of your nagging them, that is something that should be taken care of, but the men should not strike, they should not let the work fail. Production should be kept up. You understand that, don't you.

Now, I want to ask you, I am not going

to ask you to tell all these circumstances that make the people there have a hard feeling against these men or make these men think these men were threatening them or anything of that kind. Now proven statement so far as I know has been made of it,,whether they have or have not. What I am going to ask you is this, not so much perhaps why the men did not stick to the bargain that their representatives have made for them, and under which they were acting, but what of the future, tomorrow or the next day, next week? At least so far as the bargain is in force. Are they going to stand by it or going to tear down the principle of collective bargaining. That is what I want to know.

A They are going to stand by preparing for the future.

Q Now,perhaps tomorrow or the next day, or the next day there may be some man employed in your very gang, some of your men may quit their work for some reason or other, and one or two or a half a dozen men may get in their who are not members of the union, perhaps tomorrow or the next day some of your men may change their mind, and say, "We don't want to belong to the Union any longer." And with-draw, or not pay their dues, or something of that kind. Is the same thing to be done over again?

A No, the sentiment of the people is too strong. They are not going to withdraw. They talked to each other in a gentlemanly way and I believe they will stay.

Q I don't ask you that. I am putting this question up to you, supposing they don't stay. There is no law compelling them to stay. There is no bargain compelling them to stay. There is no bargain that there shall be a closed shop.

A If a man will stay away from that, he shows his ignorance, then.

Q Let me agree with you, for the purposes of this, that he is an ignorant man, and yet ignorant men have jobs. Not everybody is as bright as you are or as bright as I am. Some people grade down a little from us and do not see it the same way. Now, supposing some ignorant men there -- there are ignorant men in the world as you very well know -- a half a dozen of your men say, "We won't belong to the union any more," does it mean you are going to repeat this thing and strike?

A No, we are going to talk to them and explain

things to them.

Q Of course, and they have a right to talk to you and ask you not to go into the union and fight the union?

A All right, the majority counts in this world.

Q No, it does not.

A It always did.

Q No, it does not. If every man is a member of the union but one, that one man has a right to stay out of the union, under the bargain that you people have made, because this is not a closed shop. The majority don't count. There are instances where every man has his rights, and every other man on some propositions, he has a right to his own mode of thinking; he has a right to his own religion; he has a right to a great many things that the majority don't agree with him on at all. He has a right to be a union man or a non-union man, and a majority cannot take that right away from him, unless there is an agreement for a closed shop. Now, we are going back to the bargain again. I am not talking

about the principle of it. I am talking about the agreement. Now, this is not an agreement for a closed shop. Your leaders evidently concluded they could not get an agreement for a closed shop at that time. They have not got that agreement and in most shops perhaps -- I am not talking about the general rule, but there are a great many other shops where they have and some where they have not the closed shop. I don't know how the proposition stands. It is not a question of proposition, that is, the bargain. The bargain and agreement is that so long as there is a single man there, who is not a union man, he has a right to work there and you have not a right to discriminate against him. Now, they say the time was in these shops when union men had not any show whatever, that they would not employ a man who was a union man. I know that very well, because this bargain is that they shall not discriminate against the union man. Now, they may do it once in a while. Then they have got to be taught to stop. That is all and brought to time. But discrimination does not consist -- there is no discrimination when they permit a man to work there who is not a union man.

You understand that, don't you? The fact that a man works there who is not a union man is not breaking their bargain.

A No. It is not a closed shop -- yes.

THE ARBITRATOR: Now, so long as it is not a closed shop there is an agreement outstanding that it shall not be a closed shop, but they shall not discriminate against you because you are a union man or non-union man. You have your rights just the same, and what I want to get at is this, whether you are going to live up to that agreement, or whether in case some of you men withdraw from the union or in case they should hire men who are not in the union -- not discriminating against union men, but just hiring among other men some who are not in the union, whether you are just going to have this same thing over again. Because it happens, your shop you say is 100 per cent, most others are not 100 per cent, and may never be so long as this agreement exists, and there is no agreement for a union shop, it may never be 100 per cent. Now, what I want to get at is, whether you are going to follow your feelings or follow your bargain, stick to your bargain, so long as it is the bargain of your union. What do

you think? Do you think the men will stick to the bargain?

A They will stick to the bargain. If in any case they got one man who would not be in the union in a gang, he would have as much show as a canary in a dog kennel.

Q To live you mean?

A To work with them.

Q How so? How do you reconcile that with what you said before that you will stick to the bargain? You cannot stick to the bargain and at the same time prevent a man who is a non-union man and otherwise entitled to a job from working there. You cannot do the two things. Now, which do you want to do? What are you going to do to him, kill him?

A It is the people who have got the say.

Q Well, you are one of the people. I am asking you as one of the people.

A I would make him join the union and be a brother member.

Q How would you make him join?

A I would talk to him.

Q Well, supposing, he would not, after all the talk, join the union, what would you do ?

A Make it hot for him, that is all.

Q How so ? What would you do ? Push in his face ?

A Certainly throw a brick at him.

Q You would throw a brick at him ? A Well, I would see to it that forty bricks were thrown at you, so far as mu power as administrator was concerned, that you were bricked out of that plac so quick that it would make your head swim, if I could do it. Well, the non union men throw bricks at the union men and they are not prevented from it.

Q Well, if I have anything to say about it, I will prevent it if is done on the premises.

A Just a few weeks ago they were throwing bricks at a load of union men. I have seen that myself.

Q That was on the street, was it not ?

A Certainly it was on the street.

Q I am talking about the shop now .

A I mean on the street when I said about the brick, too.

Q Yes. Well, I would have to let the grand jury, if it resulted in the killing of a man, take care of

that. I have no jurisdiction over that. When you come to that if it is not essentially connected with my functions. You understand what I mean. But you are frank in a way, if you are not discreet, and if you reflect the sentiment in your officers in thatregards, they are not honest with me. I don't think you do though. I don't think you do. The time has not come yet. It maycome in this history some time when you can make a collected bargain and make it a closed shop, but as long as it is not a closed shop you have got a right by all honorable means to try and induce men to join your union. That is all right, but this is still a free country-- I believe it is, I believe it is, and force may work for a little while, but not for long. If men don't keep their agreement, it may give a temporary advantage, not for long. Honestly is the best policy after all.

A That is why we are organizing, to get honestly.

Q What you say here, if you understand fully what you say, does not even make pretensions of being honest, because on the one hand you say you will keep a bargain and on the other hand you say you won't. Now, I cannot

reconcile them, maybe some of your friends can. I cannot. And yet maybe you speak more truthfully thhn some of the others'. I don't know, I hope not. I hope not.

The idea that this one or two or three or half a dozen non union men in your concern get the benefit of your efforts may not seem right to you that they don't help pay for the fiddler when they get the benefit of the dancing. They are not cutting down your wages.

In other words, if there were three or four out of your fifty or sixty men, they are getting the benefit of your wages from your collective bargaining- that is what they are getting, they get the benefit of it.

I am not talking about the good morale-- if it is a question of morale-- of their staying out of a thing and saying, "Well, we get just as good pay as you do, so we don't have to come in. To hell with the union", and all that sort of thing. I am not discussing that. That is another proposition. But you are not a closed shop, and you cannot accomplish by this high handed, firebrand method

something that is contrary to the contract which your representatives have honestly made. You cannot do it. It cannot be done. So far as the administration is concerned, so far as carrying out this bargain is concerned, it ought not to be done. I am not concerned with the question whether this ought to be a closed shop or ought not to be a closed shop. I am not concerned with the question whether this ought to be one hundred per cent union or not. That is none of my business. I am concerned with the contract you made, in which in one breath you say you will stand by it, and in another breath you say you will tear it to pieces. That is what you say. You say, "Yes, our men will stand by the contract as long as it is their way. So long as it is not, we will not." That is nice American citizenship to talk openly. It is bad enough to talk it privately. You will stand by the contract if it is your way, and you won't stand by it if it isn't your way.

I have not power to do with men in this administration what ought to be done to them if they do carry it out. I will say that very frankly to you. Go ahead.

MR. CONDON: Q You have never expressed views like that, have you, to Mr. Kilkowski or to Murphy or to Johnstone?

A Like what?

Q Like what you have said to the judge. You have never told those fellows how you felt about these things.

A About what?

Q About the non-union men?

A No, I never said anything to Kilkowski, it is my own opinion.

Q Or Murphy, either?

A No.

Q So that you never got -- Those are just your own?

A Certainly.

Q You have never told them what you are going to do?

A No.

Q You never told them you were going to tell these men if they did not join the union you would not work with them?

A That is right.

Q Then you violated the laws of the union?

A How is that?

Q By telling men if they did not join you would strike, you violated the rules of the union, too, didn't you?

A I did not.

Q Then how does it come that you did not. They have a rule there, haven't they?

A Certainly.

Q In other words, you have not any power to call a strike?

A I didn't call a strike. The whole gang of men struck.

Q They have not the power without it being submitted to the officers, to strike, have they? the men in the plant, as union men?

A Everybody has got a right to do just what he pleases.

Q Then you disregard the rules of the union, don't you, when you do that? You throw them aside when you do that?

A No, we are in as brother members and are staying

together to get these scabs to come across.

Q Don't you know that there is an in the union that provides for certain ways?

A Yes, but the strikebreakers ought to come clear with the --

Q All right, we haven't had any strikebrekkers ought here at the yards, have we?

A There are a lot of them there.

Q Now, answer my question, please. You violated the rules of the union when you quit with the others the other day?

A How do you figure that out?

Q I am asking you if you did or did not. Does your union permit you without coming in there and making a complaint and the other men -- does it permit you and the other men to lay down your tools and say you won't work unless this man belongs to the union? Does it permit you?

A The man threw a knife at me --

Q Answer the question.

A And That is the reason the gang stopped.

THE ARBITRATOR: No, no, now wait a minute. Let us be fair. Didn't you say a little while ago that when you went to see the man it had been decided that you would go and see these three men and if they would not join the union you would quit. You said that a little while ago.

A I didn't say we would quit.

Q You said the men had decided to quit?

A No, I never said anything like that. I said to the men if they wouldn't get the button tomorrow, the men would refuse to work with them.

Q Did you see this man's knife?

A I did.

Q Were you afraid of it?

A Well, certainly, I was afraid of it.

Q He drew a knife, where from?

A From his overall pocket.

Q A pocket knife?

A Certainly.

Q On the premises?

A On the premises.

Q Did he open it?

A Certainly he opened it.

Q Drew a pocket knife and opened it when he came to you?

A Yes.

Q That was on the premises?

A On the premises.

Q You did not complain to the boss about it?

A I had no chance. I asked for help when he came after me with a knife. I showed the men, "Look at this man. He has drawn a knife on me." And the boys there stopped and said, "Well, if he is that kind of a fellow" --

MR. CONDON: You had already told him before that if he did not join the union by Thursday --

A I didn't tell him no such thing.

Q Didn't you tell the judge that if the men did not belong to the union by Thursday you were going to quit?

A No, the bargain was made after we called to the officials of the union.

Q When did you make that bargain with the officials

of the union?

A At 3:30.

Q What day?

A Monday.

Q What officials of the union?

A Mr. Kilkowski.

Q Did you agree with him that if these men did not join the union by Thursday they would quit?

A Yes.

Q Mr. Kilkowski was a party to that, was he?

A Yes.

Q Where was Mr. Murphy during that time?

A He was not present. I have not seen him.

Q Did you tell him about it later?

A I did not see Mr. Murphy.

Q Well, Kilkowski told you not to do that, didn't he?

A Not to do what?

Q Not to quit on Thursday?

A This was on Monday.

Q I know it was on Monday when you talked with Kilkow-

ski, Kilkowski told you, you must not quit.

A He said, "We are going to get them fellows in."

Q Didn't he tell you you must not quit when you told him you were going to?

A Certainly he told us not to quit.

Q Then you quit in violation of the rules?

A I did not quit Thursday. We quit on Monday.

THE ARBITRATOR: They did not see Kilkowski until after they did strike.

MR. CONDON: Q Are you from Wilson's?

A Yes.

Q You quit there Thursday?

A Monday afternoon.

Q Then again on Thursday?

A We did not.

THE ARBITRATOR: No, you did not get it right. He said if they did not get the men by Thursday, they would get the men in again.

MR. JOHNSTONE: Kilkowski came over there and got you to go back to work?

A We went back to work Monday afternoon and the

agreement was we would all go back to work on the job.

MR. CONDON: Q When you quit ~~Thursday~~ Monday at 3:30 you said you would give them until Thursday to get their button, and if they didn't get the button, you would quit?

A Nothing at all.

Q What do you mean?

A When we came back from the agreement from the superintendent's office when Mr. Kilkowski said we should give them a chance till Thursday, I came back and ordered the gang, and there was another committee man with me, and told the gang to go back and finish up our job and give them a chance until Thursday.

Q What were you going to do if they did not join Thursday?

A Nothing said about that.

Q What do you mean by saying that? Did you ever see this before?

A What is that?

Q Look at it?

A That ain't my writing.

Q Did you ever see it?

A No, I did not, I never seen anything like that.

Q Wednesday was pay day, was it not ?

A Certainly.

THE ARBITRATOR: Show him the notice that was offered in evidence.

MR. CONDON: Q: Now, what made these men join the union before Thursday, why did they join the union?

A They didn't join the union until they were taken over to the hair house. They were transferred over there to beat the union men out of their fight there.

Q Why did they join the union?

A What is that ?

Q Why did they join the union?

A They didn't join.

Q The three men ?

A No, they were transferred to the hair house. They are scabbing on hair spinners.

Q They are not working there now ?

A No.

MR. MEYER: Q: How long have you been in this country ?

A Me ?

Q Yes.

A Twenty-six years.

Q Where did you come from?

A Austria, Poland.

Q I suppose you believe in the principles of American citizenship?

A Why, certainly, I don't know of any other.

Q Have you been -- how old were you when you came?

A Four years.

Q Have you been voting here as an American citizen right along?

A Yes.

Q Is what you have expressed here to the judge -- are those your views of the duties of a good, American citizen?

A American citizenship --

Q I mean what you have expressed here to the judge a few minutes ago?

A On what subject?

Q On the subject of taking a brickbat or anything that came in to kill or maim or put out of business a non-union man: Is that your idea of American citizenship?

A All right, I want to ask --

Q No, I just want to ask you. I am not going to get into any arguments. I want to know if that is your idea of the rights and duties of a good American citizen. You understand my question, don't you?

A I don't quite get it.

Q I say, is that your idea of the duties and obligations of a citizen of this free country, that one man has got a right to go out and throw a brickbat at another and kill him if possible, or if it happens, too, because he does not agree with his views on unionism. Is that your idea of American citizenship?

A No.

Q Then what do you mean by saying to the judge that you would "Get him?"

A Talk to him, reason to him, explain to him.

Q But suppose you couldn't argue with him and he didn't agree with you?

A Then let him go to Hell.

Q And if he didn't go just fast enough you would get him there, wouldn't you?

A Certainly.

MR. COWDON: Q And that is your idea of American citizenship, is it?

MR. MEYER: Where did you learn those ideas from, did you ever go to school here?

A To school?

Q Yes.

A Why, certainly I went to school.

Q How long did you go to school?

A Eight years.

Q Didn't learn those ideas there, did you?

A No, I have got the ideas by working and slaving. I worked hard when I was fourteen years old, worked in a grocery store.

Q You want to see unionism prevail in this country?

A I do. I want all the laboring class of people to stick together, because they have been downtrodden to the last inch.

Q Don't you know by doing the things you are talking about, you are putting unionism a hundred years back from what it is now?

A How is that?

Q If you are going to indulge in the things that

you have been talking about, don't you think you are helping unionism?

MR. JOHNSTONE: Don't you think --

MR. CONDON: Why don't you let him answer?

THE ARBITRATOR: Let him answer Mr. Meyer's question first and then you may ask yours.

MR. MEYER: Q Do you think you are helping yourselves by doing that?

THE WITNESS: A By doing what?

Q What you said to the judge you would do, putting this fellow to hell as quickly as you could? in a free country where every man has got a right to think as he pleases and do as he pleases as long as he doesn't bother anybody else and doesn't violate the law.

A I would not bother with him.

Q But you would not leave him alone, would you?

A I told you before as I would, that I reason with him.

Q I know what you said.

A I would talk with him, and if he would not I would tell him to go to hell.

THE ARBITRATOR: That is what you meant by sending him to hell. You are right.

A But if I have a man I could reason to and talk to and talk to what unionism is, I could get him.

THE ARBITRATOR: Now, maybe you spoke a little more heatedly than you expected to. I don't know. You are not used to these things. I just ask you this. Acting under this bargain that the company shall not discriminate for or against union or non-union men, and that meant your bargain, don't you believe that it would hurt unionism more to break your honest bargain than to keep it, even if thereby there were some fellows kept there that you didn't like? Don't you think it hurts the cause of unionism to break your bargain that your officials whom you chose directly or indirectly have entered into, don't you think it hurts the union and hurts the cause of unionism to break its bargain by the union? Don't you think that? What is your idea? Or don't you have any idea on that subject?

A Well, it is up to the sentiment of the people.

Q You have got it right. Now, do you think the sentiment of the people will more strictly sustain the

union that is well known for honesty in keeping its bargains, than it will to sustain unions that make bargains and then break them? Don't you think the sentiment will be more strongly in favor of individuals who keep their agreement?

A In favor of good working conditions.

Q That is true. You may not get all that you want at one time. You may not get all that you want at any time, but these things come a little at a time. Now, don't you think it helps things along to raise the sentiment that the unions are honest and that they keep their bargains? Don't you think that public sentiment helps the unions?

A I don't understand where they didn't agree.

Q Well, now, it is just this way. I tried to explain it to you. Maybe, you didn't understand it. The bargain was that the men who were in the union should not strike while the contract was in force. I don't mean to say you haven't a right to strike where there is no contract, but during the term the contract was in force, they should not strike. And if they have any grievances, they must settle them in the way the bargain points out,

namely, by the administration. Now, there was no complaint made to anybody, and yet your men up and struck because there were some non-union men there, or because they didn't behave themselves. Now, under the bargain you are not to strike under any circumstances.

A The men would not strike if the fellows would behave themselves, if they were intelligent enough.

Q Let Me say with you, the men don't behave themselves, but the bargain says you shouldn't strike anyway.

A Why should the company uphold these men that don't live up to their rules and be honest with men?

Q Listen now. You are on the committee. Why is it that the company doesn't behave itself, or doesn't carry out its part of the bargain and it upholds the men who are doing wrong, why is it you do not fall back upon your complaint and if you don't get what you want, come to me with it? Why is it, unless you have got an idea that I won't give you a fair deal, and if that is the general idea, I will step aside and let somebody else do it. Now, that is

what I want to get at. It is not like a good many of these things we have been talking about, it is not a question of whether or not these men treated you fairly or did not. It is a question of whether these non-union men acted properly or improperly. That is not the question after all. That is not the question, because if they didn't act properly you really felt you had something on them and you felt they ought to be discharged, you ought to complain in the way the bargain made by your own officials says, that I am trying to help them carry out, you ought to complain in that way. In another concern, before this proceeding began yesterday, they made that complaint and it turned out the person complained of, being a non-union person, was abusive, and that the conduct was not proper conduct, and I said to the employer, "You ought not to keep that person," and the person went, or goes today. Now they proved it. If that is proved by anybody here, I don't care who it is, whether he is a foreman or whether he is a union man or non-union man, if he shows that conduct before me, he has got to go.

But the agreement is, there shall not be any strike. That is what I am trying to get at. And yet you seem to insist here that if things don't run according to your liking you won't make an investigation, you won't follow your own bargain, but you will break that bargain by taking the law into your own hands and striking, when the bargain says that under no circumstances shall you strike, and under no circumstances shall the employer lock you out. That is what the bargain says, and all I am trying to find out is why that bargain was broken. But what more than that I am trying to do is to bring the people to a realizing sense that there is that bargain and that they ought to keep it. It will help your union. If you are honestly trying to help your union, nothing will help it more than honestly keeping your bargain and building up a public sentiment in its favor. You may not be able to do it in a month, one hundred per cent is all right for a slogan, but it doesn't go in an administration. It is no part of my administration to give you one hundred per cent union or

a hundred per cent non-union. All men look alike to me here. It is their conduct which decides and not their affiliations. I don't whether you understand what I say or not, but I think you do.

A Oh, I do.

MR. MEYER: Q Did you know you hadn't any right to do this on the premises? Did you know that was a part of the agreement?

A I knew it certainly.

Q But you did it anyway?

A I asked the men working --

Q Didn't you know that if the company had discharged you for that -- if you are discharged for that soliciting you have done -- that soliciting in violation of the agreement, and you cannot get your job back. You know that?

A On account of what?

Q On account of what you have done?

A What did I do?

Q Solicited those men to join the union on the premises?

A I didn't solicit on the job. I was not on the job

at that time.

Q The agreement is not on the job. The agreement is on the premises. You have told here that you did it every day right along for several weeks.

A No, sir.

MR. CONDON: It was on the grounds of the company.

MR. MEYER: In the shop, on the premises. Well, I am just asking the question, whether you knew that the agreement provided you had no right to do that. Did you know that?

THE ARBITRATOR: Of course, it also provides that the other fellows shall not solicit against the union.

MR. MEYER: Correct.

THE ARBITRATOR: But that does not excuse either side from violation.

MR. MEYER: Q I am just asking if you knew that?

THE WITNESS: A Know what?

Q Did you know that your agreement was that you should not solicit men to join the union on the premises?

A Certainly.

Q And knowing that, you did solicit them during

the noon hour, did you?

A I did.

Q Now, if you were discharged for that, would you think you had a grievance?

A Would you have a grievance if the scabs threw bricks at me? Would you have a grievance?

THE ARBITRATOR: If he would not, I would. You let me know.

A Well, if these loafer draws a knife at me, would I have a grievance?

Q Let the knife go. I might have a knife drawn on me, though, too, if I said to you all the things you said to that fellow, I don't know. I am asking you if you were discharged for that, you would think you had a grievance?

A Why shouldn't I?

Q Would you?

A Why shouldn't I?

Q You would ask to be reinstated, would you?

A Oh, it don't make any difference to me. I have lost better jobs than I have got now.

Q I am asking you if you would ask for reinstatement?

A No, I would not.

Q You would stay out?

A Certainly. I have lost better jobs on account of unionism than I have got now, and I can do without it. But I am going to help unionism until I do.

THE ARBITRATOR: You have a right to do that.

A I am going to help out unionism. I have been in a union ever since I was fourteen years old.

MR. MEYER: Q By the way, were you drafted?

A I was.

Q Where did you go?

A I was not in the army. I am a married man and have three children. I was exempt in Class 5-A.

Q All right, sir.

A That ain't the first job I had. And another thing I will tell you why. I was a foreman, where I had to discharge twelve union men when the organization first began. Now, that shows the sentiment of the corporations how they treat their union men and how they treat their employees.

THE ARBITRATOR: Well, we are not holding anything of that kind here.

MR. CONDON: There is no complaint of that now.

THE ARBITRATOR: The question is, and all I am here for, and all I get you to come here for, is on this question of whether or not we can carry out this bargain, whether this bargain I assume honestly made in good faith by your representatives, whether we can carry it out, or whether the whole thing of collective bargaining in this packing house industry, xxx is going to fall, and we perhaps go back to conditions as they were before the unions were revived there. It is up to men like you to decide that.

THE WITNESS: A We are going to stand by.

Q You want to stand by the bargains, and stand by your superiors, your representatives?

A And my fellow workmen, I stay with my fellow workmen.

Q And I stay with the bargain.

A I don't mean that I will break any rules of the

company any time.

Q I am trying to help your representatives keep their bargain. That is all. I want to keep it, and I want to help them and the other fellows. If they won't keep it, I will.

A We are all working together, aren't we, to live in peace and harmony.

Q If we are all agreed on that, we might as well adjourn this hearing, if we will act accordingly. That is all for this man.

ooOoo

J O H N M. M L A D E K,

resumed the stand and testified further as follows:

THE ARBITRATOR: Q You were over, as you explained, on the butcher floor working when the boys went out?

A Yes.

Q You went out with the rest of them?

A No, sir, I stayed right there.

Q Well, I mean, quit the job with the rest of them?

A Yes, sir, we quit working.

Q You might as well go out as quit working. They

are not paying you for staying there doing nothing.

A No.

Q You don't expect to be paid for staying there doing nothing, I take it ?

A No.

Q You had some non-union men in your gang ?

A Yes.

Q And there are still some more that don't belong to the union?

A Yes.

Q Now, you heard what I said to this last man in our discussion about the agreement that was made and the circumstances under which I was made, a sort of arbitrator, or administrator, or buffer, or whatever it might be, between the men and the employers, you know about that? You are an intelligent man ?

A Yes.

Q And I think probably you know what my real duties are as well as I know. It is up to me to try to enforce this agreement that you people made with your

employers. You agree to that, don't you?

A Yes.

Q Are you willing to stand by the agreement?

A I am.

Q Now, you know the agreement provides there shall not be any strikes. If it was not for that, there is no use making any agreement. You know your agreement was not with me. I was not looking for a job, and I had nothing to do with making the agreement. The agreement was made with Uncle Sam, not me, but the United States. You made your agreement with the United States and the employers made their agreement. You understand that, don't you?

A Yes, sir.

Q Now, there seems to be some statements here that some of these non-union men have not been acting right. Maybe that is so. I am not disputing that. But the agreement provides that if anybody has got any kick coming, he shall do his kicking to me, if you cannot settle it among yourselves. Now, there have been hundreds and hundreds in this industry,

hundreds of disputes have been settled, without their coming to me, settled among the representatives of the men and the representatives of the employers. You know that, don't you?

A Yes.

Q While you were on the committee you had more or less disputes to settle?

A Oh, I had lots of them.

Q And some way or other, whether all was satisfactory or not, you managed to get most of them settled.

A Settled all we could.

Q Well, you managed to get most of them settled, didn't you? That is, men improperly discharged you claimed, or men discriminated against, or whatever it was you had, all kinds of complaints. You know something about it, because you have served on that committee. You know of my troubles, because I get it from all of the fellows and from both sides. Now, those were mostly settled without any strikes, weren't they?

A Yes.

Q Now, the question in my mind was, why could not this last one be settled without a strike when the

men went out when you went out ? Why could not that have been settled when they were scareing you ? I don't mean that jocularly either. One man can make it disagreeable for a hundred. One man think that he knows more than all the rest can make himself very annoying, and if hedoes heought not to be kept there, and I would be the first one, if I was convinced of the fact, to fire him out, order him fired.

A That is right.

Q And if there were such men in your gang, I would help to do it; but I cannot do it merely because they don't belong to the union. The agreement says otherwise. The agreement says that there shall be no distinction between union and non-union men. They cannot do as they used to do, say, "We will fire out every man as fast as he joins the union, " They can't do that. They cannot refuse to hire man because they are union. That is the agreement. If we catch them at it--- you know we can't always catch them at it. But if we do, we are going to have them do properly. On the other hand, if we catch some of the other fellows not doing properly, we are going to make them, too. It is a

poor rule that doesn't work both ways. We cannot undo the things that have been done in life. We cannot undo the/se strikes that you had the other day, the men dropping their tools and leaving the cattle to spoil. The cattle would spoil if nobody else took care of them. We cannot undo that. It is done. But let us try and see if we cannot profit by the lesson and what it teaches us. See if you did not act a little hastily. Because if these things are going to happen right along, collective bargaining, which is the foundation of unionism, will just go all to pieces in this industry, if the bargains are not going to be kept. You are a broad enough man to understand that.

A Well, judge, your Honor --

Q Now, just tell me something about this matter, a little about the past and a little about the future.

A They have got different nationalities in there. I speak Bohemian, German and Polish, but if I go and tell these people something, it doesn't do no good talking with them. They say, "The war is over, we

can do as we please." Go and talk to a dozen men that have a bull head in them and you cannot tell them anything. They say simply they are done, and they are done.

Q Not only is not the war over, but there purports to be, if rumor is right, an agreement for the continuance of the existing agreement, for a year beyond the time that peace is declared.

A I don't know anything about that.

Q Well, it is not up to me to tell them excepting when they come before me. I do not know anything about that. Do you think if they had found out about those things, that their committee would have done that? Do you think that would end the whole business?

A I should think so.

Q Will you try and explain to these men that the war is not over until peace is ratified?

A I will do the best I can.

Q But if they won't do it, I cannot knock it into their heads. The only thing we can do, if the worst comes to the worst, we will have to organize them.

We want the bargain committee. You labor leaders whom you elect as representatives of your union have made a bargain, and they want it kept, and they send you back to work again. They have done it a hundred times more or less -- probably more -- in my own experience in the last year and a half. They have gone to the men and said, "You go back. If you have a grievance, we will settle it." They go back to work. They did it in your case.

A Yes, but they had a hell of a job doing it.

Q You heard them do it?

A Yes.

Q Now, it is just coming to this: You men who understand these things and you leaders, you make these contracts, you cannot each man make his own contract, or you are back again to the system of individual bargaining that unionism is designed to avoid. You understand that, don't you?

A Yes.

Q Now, somebody has to make the bargain for you. They are presumably your representatives. Now, granting that the men who make them are in absolute good

faith, that you are in absolute good faith in your observance of them, if you cannot carry out your bargain, it is just as bad as if you -- so far as the effect is concerned -- as if you won't, if the men won't carry it out; if the men won't back up their leaders, what is the use of having leaders at all? No use at all. Now, the question is simply here, whether the men will back up the leaders, and whether they will let this administration help carry out this contract; and if they have got a kick, bring it here and we will try and find out if there is anything to it, and if there is, we will try and treat them fairly.

A The provocation is the other fellows called the union men names, pegging things in the slaughter-house.

Q Do any of the union men do any pegging?

A No, it is the non-union men. They tried to play tricks on me when I was steward. There was a new fellow got in there, and they started to write him up.

Q What do you mean, write him up?

A They wrote him up.

Q To get him into the union?

A They called my attention to it, and that is, Mr. Roach called me.

Q That is, did it on the premises?

A Upstairs in the slaughter-house. He asked me about it. "Now," he says, "you are not allowed to do that on the premises." I was told not to let him do it any more, or he would be discharged. Of course, I put a stop to that.

Q Well, that was right.

A Another man came up to me at noon time and wanted me to write him up. He wants to join right away, and get him a receipt and a button. Now, if I did, you know where I would have been at. I would have been fired. That man is right here.

Q Was he a union man?

A No.

Q Now, who do you suppose did it? Whom do you suppose asked him to do that? Do you think Mr. Wilson asked him?

A Some of them.

Q Do you think the board of directors asked him? Do you think that Curtis or Williams asked him?

A I could not say.

Q Well, I know, but if that was a part of a scheme to get you to violate the law, if we could show that?

A Well, don't that show it?

Q I don't know whether it shows it or not?

A He came right up and told me after we got talk there in the morning.

Q And did he join?

A No, he did not join yet.

Q Well, I never knew of it before.

A It is hard to bring up every little thing over there.

Q Did you bring it up to your union?

A Why, sure.

Q Did you bring it up to Frazee?

A No, sir.

Q Or Williams?

A No, sir.

Q Well, the contract provides --

A We don't want to make any trouble over it.

Q You don't bring up everything, I understand. You overlook lots of things and I presume they do. I don't know whether they do or not. They say they do. They say they do. I don't know. I think there is a lot of overlooking at times by overzealous men. Some of the foremen think they will get a stand in with their employers if they will bear down on a union man, harking back to the old spirit that prevailed there, and perhaps there is some of it still prevailing there, I don't say there is not. In the 90's and ten or twelve years ago there was a lot of that, you can't get away from that altogether. But you must get away from it gradually. But those things will happen. But to go right back to the contract, it says, "No strikes." Now, what do you think? I don't know whether you are going to get these union men, this Heavy sitting there, I don't know whether he will get into the union or not. You have got a right to ask him to go into the union, and he has a right to say he will not.

A I would not ask him.

Q I would not either. There are these other

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fellows, Joe and Reed and Wells, they may go in or not, but they are members of your gang. Now, what do you suppose? The contract says that so long as they behave themselves, the employer cannot discriminate against you or them either. Do you think things will run along smoothly, if they behave themselves?

A I think they will. I don't bother anybody, but them fellows turn around and bother the union men all the time.

Q Let us stop it. Now, if any instances of that kind arise, will you use your influence to bring the matter up before Kilkowski, or Murphy, or Johnstone or Lane, or any of those fellows, and have them bring it up with your superintendents, and if they don't give you your rights, as you think they are, come to me with it, and not strike.

A I don't believe in striking.

Q I hope you and the rest of them will act as you express your belief? A I have always tried to.

THE ARBITRATOR: That is all as far as I am con-

cerned.

MR. JOHNSTONE: Who was the man who asked you to sign?

A Joe.

MR. MEYER: Heavy?

A No. Heavy would not come up to me at all.

MR. CONDON: You mean Joe the colored man or the white man?

A The colored man with the striped shirt.

Q What is his full name?

A Joe Hodgens. That is the party.

Q How long ago was that?

A Oh, I don't know.

Q About how long ago?

THE ARBITRATOR: Q Were you born in this country?

A Yes.

Q Of what parentage? German?

A I am Bohemian; American born, Bohemian descent.

MR. CONDON: Q How long ago was it that Joe came up to you at the noon hour and asked you to take him up in the union?

A About three months ago, I think.

Q How long had Joe been working there before that?

A I don't know how long.

Q He had been there for a good many months before that, hadn't he?

A Oh, sure.

MR. CONDON: That is all.

ooOoo

G U S G R A B E,

testified as follows:

THE ARBITRATOR: I have sort of forgotten what I got you here for. I think there was something said about a notice being served by you or someone in your committee or in Armour's, that unless certain non-union men were discharged, the men would strike, or words to that effect. Was there something of that kind that took place within a short time?

THE WITNESS: A That took place yesterday, Judge, your Honor.

Q Tell us what about that?

A Well, you see, judge, your Honor, we are trying to get this stockyards one hundred per cent. The only

way we can do it is to talk to these men. We go around talking to them during the noon hour, and sometimes we talk to them during working hours. If they come up and ask us a few questions, we answer them. We are willing to answer them anything. So there is one fellow by the name of Harry who is a splitter, he did belong to it one time. Now, he is willing to come back in it again, and when we got through talking to him the second time, he says, "Well, I ain't going to join it," because some of the superintendents told him some dirty words about the union, and they were going to do something to us, and that is the reason he would not come in. Well, we got talking to him. Anyway, he called up one of the stewards off the floor and said, "Come down here. I want you to carry my money over to the union." That was the Saturday. I don't know just when it was. All right, we had them all fixed up to come in. Yesterday morning he got up there and started cursing the union, and every other thing.

Q You mean on the floor?

A No, up in the dressing room.

Q On the premises?

A Yes, up in the dressing room. So some of these splitters understood it anyway, he was not going to join, and they were going to stop. Now, me being chairman of the floor committee up there, I always try to keep things as peaceful as possible. There were several strikes to be pulled off.

Q How do you know?

A Well, the men was going to walk out. I said, "For God's sake, if we go out, they have got articles signed up there, I don't know with whom or how, but anyhow we cannot go out because we lose out all the way round. We cannot go out. So boys, live up to what I tell you and we will stay there. If they chase us out, that is another thing." So these boys said, "Now wait, if you don't have this fellow taken out, we are not going to work with him." I says, "Now, stay here, until I go and talk to Jim O'Toole." So I went up to talk to him and we had several other differences to settle.

Q You mean some other grievances?

A Yes. We kind of mixed this all up together and straightened it all out. There is a fellow here by the name of Walter Childs, working for Armour a long time, and he is a rumper, and they had been shoving in non-union men ahead of him. I don't know what it was for.

Q That is one of the grievances?

A That was one.

Q Did he straighten that out?

A No, he said he would look it up after a while. He brought this subject to him.

Q Now, this is the first grievance. If you don't get that straightened out with O'Toole, or with Mr. Hall, or with Mr. O'Hearn, or some of the men there, bring it to me and we will try to straighten the matter out.

Now, I am just telling you about that grievance. I am not inviting any grievances either. I have plenty.

A I was discharged for a grievance, and we had a hell of a fight about it. We are always fighting, judge. I wish you would come up there to listen to

it. And never stopped over twenty minutes, not for ten. We did one day for about seven minutes. Never called a strike there. We never called a strike there, and if they had another committee man in my place, they would have a strike seven different times. That is the kind of a deal they give me. They are pushing these non-union men ahead, because one man said to me the other day, "You son-of-a-bitch, I will cut your God damn head off, if you say another word to me."

Q What had you said to him?

A I said to him to join the union and we would get better conditions, that we would have everything better, everything we got so far we got through the union, the increase in pay, the back pay, every other thing that we had, everything we got up there, all through the union. Well, they will say the Government got us that. Why did the Government not get us that in 1913 and 1914? In 1913 if you didn't have your hair combed like some of the foremen would ask you to have it combed, you would get out of there. That is the way they treated us up there,

and I know it, because I am working for Armour the 5th of October will be ten years, and I know just the way they treated us. There ain't no man perfect in the world. If I make a mistake -- everybody will make a mistake, we made a mistake maybe yesterday in telling Mr. O'Toole we were going to call a strike.

Q You know we had controversies about the amount of product to be turned out in a given time.

A You see I am working for a firm that wants us to go so fast, I can't help it, I am in a fast position.

Q Well, it is all right. Only I don't want you to go so fast as to strike.

A There ain't no striking going on.

Q I just wanted you to explain what O'Toole said about what was going to happen there yesterday.

A I will bring it out right in plain words. Mr. Shea is one of the government people up there, and I think it is not very good for a well educated man like Mr. Shea to go and say he is going to take a good crack at our union.

Q Did he say that to you?

A No, he said it to the man that was going to join the union.

Q What man?

A Harry. He is a splitter up there.

Q Did Harry say Mr. Shea said that?

A Harry told Childs.

Q Childs told you?

A Yes.

Q Of course, it has come a long way round, and it may be so and may not, I don't know.

A I am not saying that he did say it, just what he understood.

Q You don't imagine I can have Mr. Shea fired for that, do you, unless you bring it more directly than someone else said to somebody said.

A I am only just saying what the others told me. Then we brought that before Jim that the gang was not going to work --

Q Who is Jim?

A Jim O'Toole. Mr. O'Toole told us it was not a closed shop. You know a man will work up, he will

get hot, and I said, "Well, Mr. O'Toole, we are going to make this a closed shop, if we can."

Q You have a right to do that, if you can.

A That is what we are going to do, but we never called no strike. Several days we have been mistreated there by killing too many cattle.

Q You mean you killed more cattle than they wanted you to?

A No, they killed more cattle than we are able to kill properly. The Alschuler decision reads, "16-1/2 per hour". They don't live up to 16-1/2 per hour. If you can go 36 in half an hour, go ahead. Now, machinery will go fast, and if you put enough on it, we poor men cannot go ahead, that is the way we have been mistreated up there.

Q When they are putting on too high speed that taxes union and non-union men alike, does it not, that are working on the floor?

A Yes.

Q Their interests are the same, but their minds and minds brains do not see the thing the same way?

A Yes. Then they will put on a couple of extra

notches and we have to go ahead. Then when you stop they fire you. They fired me for stopping.

Q Do you think that grievance bears on the question--what I want to get at directly is not how many grievances you can bring up here, because all the grievances you might pile up would not justify your ordering the men to strike there, urging the men to strike or striking your self, or taking part in any strike. You understand that. You did not strike, I admit, you talked with O'Toole, and there was some question as to whether or not they were going to have a strike there too.

Whether this epidemic that this hot weather or some thing seems to have brought on just about this time, has manifested itself in the different shops in the different elements, different employers, about the same time, whetherit was threatened in your shop, or whether that was just a little side talk for the purpose of trying to accomplish anything, I want to find out what the conditions were and whether there was a sudden outbreak there in fact, and what of the future? Whether your officers, with what help I can give them, are going to be able to carry out their part of the bargain or not, or whether the whole thing is going to fall flat and collective bargaining is going to end in the stock yards. Now, I want you to help all

you can to make collective bargaining, at least while this bargain lasts, make it the rule. I do not like to see the plan fall down. I do not know that the employers really want to see the plan of collective bargaining break down or not. I do not know. I am not in their confidence.

A I wish you would come up there.

Q I have been there, but they would not do those things while I am there.

A No, I guess not.

Q There it is. What good would it do me to come up there.

A Another article; they say they live up to the decision. They do not live up to the decision, and how shall we, judge, your Honor.

Q Complain to me.

A We cannot complain with everything. Come away from the job.

Q Well, it sometime seems to me that you all have done it on both sides.

A We cannot bring everything up. If there is a little bit of a scratch, they will make a whole big

story. They even told me to quit, that there was no Judge Alschuler, no such man in power.

Q Maybe there isn't, I don't know.

Q They told me who paid me, Judge Alschuler, or Armour & Company. It made no difference who paid me. Who was I working for. When they bring things like that to me.

Q They cannot make me mad that way.

A I am not an educated man. Inever went to school.

Q You know some things that some people don't know who did go toschool.

A I always want to keep peace, because I have a family and I want to see my family have an honest living.

Q You have a right to do that, and I want to help you.

MR. JOHNSTONE: Was not there a man that was laid off during-- when there was a cut in the gang, then when they brought the gang up again to normal they did not puthim back to work again. Tell about that.

THE ARBITRATOR: You don't expect me to settle that grievance ?

MR. JOHNSTONE: No, I am just showing the discrimin-

ation.

MR. MEYER: How long ago was that ?

THE ARBITRATOR: You don't claim that that would justify men leaving, do you Mr. Johnstone ?

MR. JOHNSTONE: No, they didn't leave. I don't know why this man is on the stand.

THE ARBITRATOR: The only reason was that it had been testified that he had said that unless these men were discharged by yesterday, unless the place was one hundred per cent union by yesterday, the men would all walk out, which he admits he said.

A I don't deny it. Only one gang was to go out. There is six I think.

MR. KILKOWSKI: Well, I understand your honor, these proceedings are for the purpose of ascertaining the motives behind the strikes. Now that is what seems to me--

THE ARBITRATOR: Well of course John, if the motive was because they did not like the color of the other fellow's necktie, we would only know that that was the motive, but it would not justify the act. Now if the motive is something that is a real ground of

complaint, even that, however severe it may be, would not justify the act. You knowit. Now it is only to find out the motive back of it, and why and who is responsible for it, but it is also to ascertain whether or not there is any use keeping up with any contract, and whether or not in the future thesethings are going to continue, or whether we are going to run along reasonably peaceably at least, as we have been much of the time for a year and a half, and I just would like to get your state of mind about that. I do not care whether you have been to school or have not. You are an intelligent man and a man of influence, and a man who has been selected as one of the floor leaders, which I assume, you have a right to do,and you take up these grievances. Now, I assume, as you have said here, you recognize that this agreement is in force. Of course a grievance has got to have some way-- I don't know what it may be, this may not be the best way of settling grievances, there may be a better way, but it is the way that is just now provided. Now do you think that you will be able to hold the men in line thereto carry out the contracts ?

A I held them in line when we had no union. There

was a little strike on the legs, the men on the fells was going to go out and he came to me and explained things. To show how the men are with me, I says, "Boys ,don't go out ." Somebody brought this to Mr. O'Toole. I guess it has been about three or four years ago,and I told the men not to go,and they didn't go. Now, here I held a gang here yesterday.

Q Did they want to go ?

A They did,and they didn't go.

Q I thank you for your effort.

A There is only one thing we would like, not to have the superintendent say, "Here take a blank at your union". We are organized to make it one hundred per cent .

THE ARBITRATOR: I don't believe they ought to say that. You can show that these things are said, and especially on the premises, I will do all I can-- I may not be successful in having even the superintendents fired-- possibly Mr. Armour himself, the president of the Company, I may not succeed in getting him fired if he would say those things on the premises, trying to influence men against,you, I could try,

I might not succeed, but I will do my part. Now if you have any grievances of that kind they are not small. It is the small things that lead to bigger things. You know that. If you can hit these things in the bud when they are small you sometimes prevent large and serious consequences. What I would like to do is to have you people obey this. It says you must not solicit on the premises. Don't do it. That is you have not anymore right to solicit for the union on the premises than they have to solicit against it on the premises. I should say that is a rule that works both ways. These non-union men haven't any right to be nagging at you people.

A Well, they do it.

Q If I can help the matter, I will do in some cases as I have before, they have to go out. But see to it that the nagging is not the result from the majority jumping on them. Sometimes majorities do that you know. Well, that is all. I don't think I will call anymore Armour men. It will probably be the same results.

MR. MEYER: That was all, those two men.

W I L L I A M J O R I T Z ,

testified as follows:-

THE ARBITRATOR: What is your name ?

A William Joritz.

Q How long have you worked for Swift's or Hammond ?

A About a year and eight months.

Q Are you a butcher ? A No,sir,a checker.

Q On what floor ? A The loading docks.

Q How many are in the whole gang ? A About one hundred on this dock I am on.

Q When did they quit ? A Last Tuesday morning.

Q Have they quit more than once last week ?

A The loading dock hasnot.

Q Did they all quit ? A The loading dock, yes.

Q You have heard these conversations we have had here this morning with the different men, I take it. You understand it ? A Yes.

Q Now I am not going to repeat all those questions to you, but I will say generally, you know under the agreement with the United States, made by the employers and employees who had representatives, we have been asking for about fifteen months. You know that gener-

ally, don't you ? A Yes.

Q why did the men quit ?A The men refused to work because another department of the house went out. They had some trouble.

Q The union men in your gang refused to work, because which department went out ? A The hog killing floor had the first trouble.

Q Do you think that under the agreement that was just the thing to do ?

A I don't know what the agreements or anything else were.

Q The agreement is there shall not be any strikes, outside of anything else, regardless of whether others went out or do not, you believe in keeping agreements, don't you ? A Yes.

Q Do you think men generally understand about the agreement ? A Some do and some do not.

Q What would you suggest, if you think it possible, to be done so that the men will understand there is an agreement and that they should stand by it, and that if there are any grievances present them and have them disposed of.

A The trouble with some of those departments is they haven't got the men on the floor who can talk to them.

Q Well, the men do their own choosing of leaders, don't they ? A No.

Q Who do it ? A They are elected from the people on the floor.

Q The union men on the floor elect themselves, don't they ?

A Yes.

Q The employer is not responsible for that ? A No.

Q How many languages do you talk ? A Two.

Q English and--

A German.

Q I don't suppose there are many English or German speaking people in your gang ? A There is in my line of work in checking there is .

Q Of course your particular line of work how many are there ? A Just checking cars .

Q Just sixty of them you say ? A There are about one hundred men on the job including laborers.

Q Did someone explain to these men that the agreement is they should not strike ? A I told as many of them as I could, and they would not listen to me. They said,

"All you are handing out is bunk", they wouldn't listen to me. I tried it again Wednesday morning.

Q Who got them to go back to work ? Who was it ?

A They went over to the headquarters and Mr. Kilkowski and Murphy and Johnstone got talking to them and got them to go back to work Wednesday morning.

Q Is it one hundred per cent union, your gang now ?

A Our checkers are at the loading docks,with the exception of two men.

Q The two men are there now ? A Yes.

Q Supposing these two men stick to their determination not to go into the union; I tell you, I don't know whether you believe me or not, but under the agreement, that is not any ground for a strike. You know that. If they do not behave themselves properly they ought to be fired. Just the same as if any of your men do not behave themselves properly they ought to be fired. If they are nagging you all the timeand make themselves disagreeable they ought to be fired. If any of your people are nagging them and trying to get them into the union,members of the union, you ought to be fired to do that. It works both ways under the agreement. We cannot make any distinction

to be any more of this kind of trouble ?

A I don't think so if it can be avoided.

Q It is said that this contract is in force for another year. It may be in force from year to year. It may be renewed. I don't mean my part of it, but somebody is constituted to settle the grievances. Now if the fellow who settles them is not giving you a square deal, that is one thing, you ought to get another fellow to settle your differences, but that question is not up now, that question is not up. I have not the right to say that you should make it one hundred per cent union or one hundred per cent non-union, because the agreement is different. You have a right to solicit men all you have a mind to off thepremises and in a lawful way to join the unions. The other fellows have got the right to ask men not to join the union off the premises. They have not got a right to work their end of it on the premises, any more than you have a right. That is the way I construe the agreement.

Now as long as that is in force they have not any of them a right to strike. All I can say to you now is that the men have acted wrongly. That is conceded. Everybody concedes that. They have not any right to do that.

That is what we will try at any time. I am willing to stay here night and day in addition to my regular work to help dispose of this as long as I can, and when I cannot do it any longer, I will quit, but you understand, don't you, that is the union cannot be depended upon to carry out its contract that it makes the chance are there wont anybody make a contract with them. Everybody will be topsy-turvy, you know that don't you ? A Yes.

THE ARBITRATOR: I am trying to help you people keep your agreement. Now if you will let me do it and obey your officers that you elect, if you-- if they don't do the things you want them to, get other officers. That is your business, not mine. But I have a right to expect the men to stand in back of their officers while they are their officers, and it is my pleasure to help both sides carry out this agreement. That is all I want to do. I am willing to do my part of it, but the least the men ought to do is to help me do my part. All I can say is I would like to have you and the rest of the committee-- without asking the rest of the committee, I suppose they would say the same as you do ?

A I guess one gentleman is from the department where the trouble started.

Q Which one ?

A Cook.

Q MR. CONDON. You told Mr. Williams on Wednesday morning that the reason you quit was because you had agreed at the union to quit if the hog killing gang went out ?

A Agreedto what ?

Q You told Mr. Williams on Wednesday morning about a quarter to seven when he asked you why you quit yesterday, you told him,didn't you, that you quit because it had been agreed at the union meeting ?

A I did not say at the union meeting.

Q Then you said it had been agreed if the hog killinggang went out you would quit ?

A I told him just what the loading docks said.

Q And you told him after the reason they went out was because they had had the agreement beforehand that if the hog killing gang quit you would quit ?

A There was no agreement made at all.

Q You told him that ? A I did not.

Q As amatter of fact you did go out because the hog killing gang went out ? A That is why they

went out.

Q Did not themen have any understanding about that ?

A They all knew about that because the hog killing gang did not go out until about eleven.

Q Did not they talk among each other and say, "The hog killing gang has gone out, let us go out" ?

A I cannot understand half their 'lingo' there.

Q You are the leader ? A Yes,sir.

Q Did you tell them not to go out ?

A I told them not to,and they would not listen to me. Q On Tuesday ?

A Yes, and I made them stay until we cleaned up everything that was on the docks until wedid go out.

Q On Tuesday ? A Yes.

Q You went up to Saunders in the sausage department ? A No,never went off the loading gang.

Q Did not you tell him to pull his department ?

A No,sir.

MR. JOHNSTONE: Any evidence of that fact ?

MR. CONDON. Yes, Mr. Bremer testified to it.

A I never seen him in the sausage room on Wednesday or Tuesday.

Q Wednesday morning ? A Never seen me up there

on Tuesday morning.

Q Did you say to Saunders anywhere ?

A No, I told him to wait at the time office.

Q Whom did you say that to ? A To Saunders, when he was walking out with the gang.

Q What did you say to him ? A I told him to wait at the time office, we would get a report from the men who walked out on strike. The loadinggang wanted to go, and I kept them there all day. I told O'Connor they wanted to go, and agreed to keep them there.

MR. MEYER: You are one of the men the Judge asked to come down yesterday ? A Yes.

Q You did not want to come ? A No.

Q Why not ? A I did not know who was sending for me.

Q How did you come to the court room ?

A I called up.

Q Did you come direct from the Yards here ?

A I dropped my check and went up to headquarters and found out if anybody had telephoned for me.

Q Down town ? A No to 48th and Pauline.

Q Then you called up ? A Yes.

Q You had been told that Judge Alschuler wanted you ? A I don't take Mr.Calef's word any more than I would yours.

Q I guess you are right in not taking mine. All right.

MR. KILKOWSKI: Q: We could make a complaint on that same line on the newspapers.

--ooo--

J O H N S A U N D E R S ,

testified as follows:-

THE ARBITRATOR: Q: What is your name ?

A John Saunders.

Q Where are you employed ? A Sausage packing crew.

Q At Hammond ? A Yes, sir.

Q Did your people strike ? A Well, they simply quit.

Q How many were there ?

A About fifteen in my department.

Q Fifteen ?A That is all that is in my department.

Q Is that the whole gang of them in different departments of the sausages you people quit ?

A Just simply our branch.

Q You know about one thousand quit that day ?

A I did, but our gang refused to work. What are you going to do ?

Q You are art of the gang , A I am, but I cannot work alone, you must figure I am a married man. They

are all single fellows; I am not going to have them all think I am a black sheep. I was born and raised here.

Q Why did they quit ?

A It seems they were all pulling out gradually, and dragging all the while. Well, we simply went out.

Q Who put you back ? A Sir ?

Q Who asked you to go back ?A I went down to the head-quarters, and they told us to go back, and we went back, and we simply went out again.

Q You went out again ?

A They all went out again.

Q The same day ? A Not the same day, the day after.

Q Just because people pulled out ? A That is all.

Q Did they put you back again ?

A They put us back.

Q How many non-union men are there in your particular gang ? A I don't know any.

Q So you did not quit because your gang--

A I had to.

Q I say you people did not quit because of wanting one hundred per cent union ? A No.

Q A sort of sympathy strike ? A That is all.

Q Now you know that is not according to the agreement ?

A I know, but what was I going to do ?

Q Don't these men know it ? A They know it .

Q Don't they know that every time they do that they are giving the union a black eye ?

A I told them that. I am not a steward.

Q That is just what they are doing. Every time they do that they are giving their officers a black eye, and they are showing to the world that either a union contract-- the officers who make them either cannot control men or they wont control their men, and in either case it is showing to the world that a union contract is no good, and what is the use ? You realize the fact that the best interest of the union will be to have the sentiment generally known that a union contract is as good as the best bond or security a human being can devise, don't you, and that the word of the union will be secretly kept if honestly andfairly given. You know that, don't you ? A Yes, I do.

Q As longas I am in this situation that has been cast upon me, without any seeking on my own part, I am going to try to help both sides keep their word, but the least the men can do is to help me and thereby help themselves keep the word of their employees andmake it easier for their officers to make collective bargains and union con-

tracts in the future. That is what amounts to a union contract. Even when there are some non-union fellows get the benefit of it.

A They get more benefit than the union.

Q They get the same benefit and do not pay anything for it in the way of dues and duties, that is the way it is. That is what you claim. I am not finding any fault with your feelings in that regard, but you know we all of us must repress our feelings sometimes. Now it is no part of my duty to carry out your slogan of "one hundred per cent union". Get one hundred per cent if you can. That is your business. Get it, but get it honestly.

Q That is what we are trying to do. There is no trouble in our department.

Q So you had no grievance ?

A Nothing except only the young class of people--

Q Well, the law ought to be equally binding on the young and the old. If they are old enough to work they are old enough to keep their bargains. The bargain is not with me. It is with the United States of American, and it is up to the United States of America to make both sides keep their bargain, and I am going to report these proceedings of course, but I can see

how fellows who get excited and run off perhaps occasionally-- well, these people have done it once, and they have had their lesson now. The future conduct will decide whether there is any benefit from the lesson, whether there is any more use to have any unions in the Stock Yards. If you keep busting your contracts, you wont have any unions. That is about the size of it, because nobody will have any faith in them,but keep your contracts, and it is the best thing you can do. No doubt about that. The men should understand that. They cannot act like children,they should act like men. Any questions ?

MR. JOHNSTONE; Q: Did Joyce come up into your department and ask you to stop ?

A No, I have not seen Joyce, the only time I saw him was when we went out, and I stood at the time office waiting for themen to come back.

Q Was Mr. Brennan in your department any time that day ?

, He was in the sausage room. I seen himonce.

Q You never told Mr. Brennan ?A No,sir.

THE ARBITRATOR: Any of you working men that are here now that have been called down here-- I am not going to call any more today-- any of you working men

men that want to be heard specially on either side right now ? That does not mean that on either side you cannot have anybody here you want to, but you can have them here Monday. But is there anybody here now who wants to go back and wants to say something? If so I will try to hear him now ? So he wont have to come on Tuesday.

An adjournment was here taken until Monday, June 23rd, A.D. 1919, 10 o'clock A.M.

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June 23rd, A.D. 1919.

10 o'clock A.M.

Met pursuant to adjournment.

Present: As before.

- - - - - - -

THE ARBITRATOR: Is there any particular one of these men you want called first ?

MR. KILKOWSKI: Williams.

MR. MEYER: Your honor, I was just going to suggest, there are three men your honor, asked to come down from the Hammond Company. One was Kubek. He was the only one not heard by your honor. You had Joritz and Saunders.

THE ARBITRATOR: Has not he testified yet ?

MR. MEYER: No.

MR. CONDON: We would like to have him brought on.

--ooo--

J O H N K U B E K,

testified as follows:-

THE ARBITRATOR: Q: What is your name ?

A John Kubek.

Q Whom do you work for ? A The Hammond Company.

Q What gang ? A The hog killing .

Q How long have you worked for them ?

A Three years.

Q Are you a member of the floor committee ?

A Yes.

Q How long have you been on the floor committee ?

A Seven months.

Q Now the boys walked out there the other day last week ? A Walked out there. We had eight men that did not belong to the union. When we talked to them in a good way, they said, "Fuck the union, fuck you in the button". One of the men said, "If I catch you outside I will shoot you."

Q What man said that ?

A Some man, I don't know his name.

Q Could you point him out? A How ?

Q Could you point him out so as to know which man it was ? A Yes, I could.

Q When did he say that ? A That was the day we stopped.

Q After you stopped or before you stopped ?

A Before we stopped.

Q Was that why you stopped ? A Because the man was getting abusive and he was talking union, and fucking all the union men.

Q Well he only said he would. Where did he say that ? On the premises?

A He said it right inside.

Q You know, I suppose, the agreed rule that there shall not be any propoganda work. You know what I mean by that, don't you ? Propoganda work, that there shall not be any of that done on the premises. That is the rule. That is the agreement with the United States. There shall not be any soliciting. That applies both ways. Or any soliciting against or for. Against the union or for the union. Why did the fellows walk out that day ? why did they walk out on that day ?

A Because they were getting abused and they would not want to work with the man.

Q Did they complain to anybody about the abuse ? Did they complain to the boss about it ?

A Not that I know.

Q Well, the complaint,-- if the complaint would be made it would be through your committee, would it ?

A I went over and told the boss there, I said, "These men here wont work with these non-union men because they are getting abused."

And the boss said, "I can't help it."

Q Who was the boss ?

A Calef.

Q When did you say that to him ? A That was on Tuesday.

Q Did you ever say it to him before ? A I did.

Q When ? A That was on a Saturday.

Q The Saturday before ? A Yes.

Q What did you say then ? A I said to him, "Mr. Calef, we have a couple of men don't belong to the union, and we would like to have them in the union." He said to me, "I can't do nothing, I can't tell them to join."

Q Well, you know he had no right to tell them to join, don't you ? You knew he had no right on the premises at least to tell them to join ? He had no right to tell them to join or to order them to join or not to join, off the premises. He has a right to his views, the same as you have to yours. Was that all you told him Saturday ? A That was all.

Q That there were some men there that you would like to have join the union ? A Yes.

Q And you would like to have him ask them to join ?

A That is what I told him.

Q and he said he could not do that ?

A Could not do that.

Q Well, did you find fault with that. Did you think it was his duty to tell them to do it ? I mean, did you think it was his place to tell them to join ?

A No, I don't think it was.

Q Of course you have got a right to ask himto join as much as you have a mind to-- off the premises. You people have a right to ask them, in a proper way, tojoin. You know that of course. You have not any right under the agreements which are in force-- the agreements which your people made and the packers made with the Government that are in force. You have no right to solicit on the premises. You can solicit off the premises as much as you have a mind to. That is your business. They have not a right to solicit against your union on the premises, and they have not any right to discriminate against theunion, or non-union, either in giving jobs or retaining jobs, or in treatment of the men. How many are in your gang ? A How ?

Q How many are in your gang ?

A Oh, about one hundred men or so. I did nd count

them.

Q And of them about eight did not belong to the union ?

A Eight did not belong to the union.

Q All the rest belonged to the union ?

A Yes.

Q The union has grown quite a good deal there lately, hasn't it ? The union has grown in membership ?

A Yes, it has grown.

Q And you are aiming to make it one hundred per cent ? A That is what we are trying to do.

Q Well, that is a very proper aim, but you know sometimes we do not hit our aim exactly. Sometimes we get pretty close, but do not hit the bull's eye. Sometimes that is the case. It may be the case in your shop. You realize that is not a closed shop, don't you ? You know that under the agreement that is not a closed shop, don't you? And the agreement is that it cannot be a closed shop during the term of the agreement. You understand that, don't you ? I did not make that agreement, you people made it. It probably was the best agreement you could get at the time. That is all any of us can get in this life, and when we a grievance isto get the best we can. Each side tries to get the best it can, and each side made its agreement with the government. You

understand that, don't you ?

A Yes.

Q Now that agreement is still in force. Now that request on Saturday, if you made it on the premises, there you really ought not to have done that, even made it to the boss. You ought not to do that. That is soliciting on the premises. You ought not to do that. The men ought not to do that. Now, were you afraid of men on Saturday ?

A No, I was not afraid of them.

Q Were you on the following Tuesday ? A yes.

Q Why did you not go out on Saturday ? Why did not the men quit on Saturday when the boss told them-- when he told him he could not make them join the union ?

A I told him about-- we were just about through working when I told the boss.

Q You went to work Monday ?

A Before we went to work Monday, yes.

Q On Monday you went to work. Was the wak-out on Monday or Tuesday ? A Tuesday.

Q Did you give any warning Monday that you would quit Tuesday to the boss ?

A The next day I was talking to the boss and I was on the floor again telling the boss, "Those are not union men". And I was talking to the boss and the men stopped right there.

Q Did you tell them to stop ?

A I did not.

Q Why do you think they stopped ?

A Because they were getting treated very bumfrom the non union men, and they stopped.

Q What did the union men do, these non-union men, were they all doing that, all saying those things, all eight of them ?

A Why there was only two saying that.

Q Two of them said that ? A Yes.

Q Did they say it so loud that the whole one hundred in the shop could hear it ?

A Well, now I don't know. They came up and told me, they said, "These men here are fucking the union, this and that, and we cannot work. We are getting used very bum."

Q The men are still there, aren't they ?

A Yes, they are there.

Q Are they still doing that to the union ?

A No.

Q Have they quieted down ? A They are quiet.

Q As long as they remain quiet, are you people willing to go on with your work ?

A Yes.

Q Then you did not walk out, according to your view of it, merely because they were non-union men and youwanted one hundred per cent union. Is that your view of it that that was not the reason you wanted ?

A That is the reason they stopped. They wanted on the floor every man to join the union.

Q Yes, I know, but you have not any right to stop for that reason alone. You can have that reason in your heart of course, and you can work to bring it about properly, you can do that. You have the right to aim at one hundred per cent union in a proper way. Just as the other fellows have a right to aim at one hundred per cent non-union in a proper way. I mean as far as the agreement is concerned. Whatyou can do outside of the shop, what your code of morals will be, I have not very much commentary on that. It begins to look as though I didn't have any control overthe things in the shop anyway. Maybe I have not, maybe I have not. I want to find out, if I have not. Ido not want to do useless things. But you know the agreement provides that even if these fellows did say those things, and even if they did insult the union right on the floor there, then

that is not any reason for quitting. The work should go on and if these fellows are not behaving themselves, you have your shop committee or the men or whoever wants to should complain, and if they don't get any relief they should go to-- in thatshop I don't know to whom-- perhaps to one of the higher authorities, whoever they may be. It may be Mr. Burns or Mr.Cheeks or some of them, I don't know who is in direct charge of the Hammond plant, but the superintendent of the Hammond plant. Perhaps to the superintendent of Swift's. That is what the agreement provides. And many a grievance has been taken up that way and disposed of and settled, and then if you cannot settle it that way the agreement provides you shall go to the administrator and see if he cannot help you out, and if he finds that these people are doing wrong, it is his duty to order them discharged. If he finds that a union man is doing wrong and complaint is made it is his duty to order him discharged. He cannot have one set of rules for a unionman and another for a non-union man under the agreement, as longas the agreement is in force, and it is in force. You understand that, don't you ?

A Yes.

Q That is the rule. So under any circumstances

the agreement is that there shall beno strikes on the one side, nor no lock outs on the other, and what I want to impress on you as a member of the floor committee, and would like to impress on the man is that they have not the right just because they think some fellow is abusing them, to throw down their tools and wreck the products, perhaps with the going on of the work and leave the work. Everybody has a right to quit work,that is true.

Now the man is-- no man is compelled to work for another, that is true, but at the same time, among men like yourselves, who like you and me and the rest of us, who pretend to a reasonable degree of honesty, there must be some good faith inkeeping contracts. You understand that. You believe in keeping contracts, don't you ? Now the contract is there shall not be any strikes, and I am in hopes we can without any trouble, keep the contracts on both sides, if there is any kicking on either side I am the fellow who is to get the kicks and dispose of them as best I can. Now that is the agreement. If I cannot do it get somebody else to do it. Now what do you think ? Do you think

there are going to be any more of those strikes ?

A No,there wont be any more.

THE ARBITRATOR: Now even if those fellows do say these things, if you get the goods on them, and they say those things around the shop there, it may cost them their job, if they care anything for them. Maybe they don't care anything for them. I don't know. On the other hand, if those things go on it may cost other fellows their jobs. This obligation is not only on one side alone. Each side takes the risk when it violates the contract. Now these fellows have not any business to go around the shop there hollering these choice morsels that you have been telling about. They have not any right to do that. On the other hand you fellows have not any right to nag them in the place. Now I do not mean by that to intimate you have any right to nag them out of the place. I am not passing on your outside morals at all, or conduct, but your shop rules, under the agreement you have not any right to solicit them on the premises nor to insist on their belonging nor to ask them to belong there on the premises. Of course the agreement holds good, so you have not any right to nag them and they have not any right to nag you.

Perhaps if both sides kept their mouths shut on the premises there would not be any trouble, and if you can get one hundred per cent union, and get them to come in in a fair way, there is not anything standing in the way of your doing that. But there is something standing in the way of your compelling them to do it, and then striking if they don't do it. I don't think if I talked all morning you would understand it any less than you do or any more than you do. I think you fully understand the situation. What we are trying to do as long as this contract is in force is to have it obeyed by both sides. If you have got any kicks, make them in a proper way, and if they have got any kicks let them make it in a proper way.

How many more of this floor committee were here on Saturday ?

MR. JOHNSTONE: That is all.

MR. KOLKOWSKI. That is all you called for.

MR. MEYER: There were two others, Saunders and Joritz.

THE ARBITRATOR: You recognize of course, in having dealings with the employers one of your principles is, and one of the underlying principles of your or-

ganization is, for which there is an obligation, is that there shall be collective dealings, that each man shall not make his own bargain with the employer. Now I don't know whether the employer approves of that or don't approve of it. But that is pretty near the agreement right now. That is to say, youare represented by committees, and the agreement provides you may be represented by committees. It agrees that wages and conditions, if you cannot agree on them, shall be fixed by the Arbitrator. Now that is what you may call collective bargaining. You realize, don't you, if bargains are notkept the chances are they wont be made, you realize that, don't you,and if you believe in collective bargaining, you floor leaders and the men under you should be the most anxious to keep such bargains, because you are the fellows that want them. For a long time-- perhaps even now-- the bosses did not want such bargains, they wanted to deal with each man separately as againstthe organization. As I understand thate has been and isyet the cause of a good deal of disagreement. Now you are the fellows who are standing for the collective bargaining, and you ought to realize the surest way to bring it about,

if it is going to be brought about, is to give everybody a assurance that once you make a bargain you will stand by it. You understand that, don't you, and it seems to me, you boys, less than anybody else can afford to have it said you do not stay by your bargain. It would seem to me that those on the other side, if they felt that way and wanted to bring your collective bargaining and those who stand for the organization wanted to bring them into disrepute they would encourage you fellows breaking your bargain, rather than resisting.

If that is the way they really felt about it and they thought that they could afford to do it right now. You ought not to give them that chance. You ought not to give anybody that advantage, of pointing out to you, and saying, "Here you fellows don't keep your bargains. What is the use of making any bargains with you?" . The better you stick to your bargains the surer and better your bargain will probably be in the future. The less you stick to your bargains the surer you are to break them, the surer you are in the future not to have collective bargains. Now that is about the size of it. The public sentiment, as one of your own men said, controls these things very largely, and after all public sentiment is

on the side of the fellow who is on the square. You fellows want to be on the square, I believe, but you must understand if you break these bargains, if they are fairly and honestly made, and nobody is kicking, nobody is complaining that your officers have not dealt fairly by you, if they have not then elect other officers, that is all. That is representative government you know, cannot each fellow make his own bargain and be his own officer. You understand that. Any questions ?

MR. CONDON. I just want to make two or three things clear.

MR. CONDON: Q: Mr. Kubek, you remember Tuesday morning when you went to Mr. Calef ?

A Yes.

Q And told Mr. Calef about some men working there that were non-union men ? A Yes.

Q Mr. Calef told you,didn't he, that he could not do anything, that if you had any complaint to make to go to Mr. Wurmle, he told you that, didn't he ?

A He did.

Q You did not go to Mr. Wurmle, did you ?

A I was going to talk to Mr. Wurmle,and all at once the men stopped themselves.

Q Now then did you ever ask the men to go back ?

A Why I told them to go back to work.

Q Was not that after Mr. Wingert-- do you know Mr. Wingert ?

A Yes.

Q Was not that after Mr. Wingert asked all the men to go back and finish up the hogs that were on the platform ?

A He askedme to ask the boys to go back and finish up the hogs. And the boys did go back and finish the hogs.

Q Then you finished up the hogs and then quit, didn't you, Wednesday morning ?

A No, Tuesday.

Q You finished up the hogs and quit, after you quit ?

A We finished up and we called up the union for John Kilkowski. John Kilkowski said he was coming down in half an hour.

Q Then what happened ? A We went down to the office.

Q That was on Tuesday ? A On Tuesday.

Q Did you see Mr. Furmele on Tuesday ?

A I did.

Q Did you complain to him about the non-union men?

A No.

Q Now then when you went down to the office, what did you go down there for ?

A They sent for me to go down there.

Q Who sent for you ? A One of the superintendents came down there and told me they wanted me down at the office.

Q Did you see Johnat the office ?

A Mr. Wurmle and the superintendent over there, I dont know his name.

Q What did you talk about? A I did not talk at all down there.

Q who did talk ?

A Mr. Wurmle, McElroy and another man down there.

Q Did you understand what they said ?

A I did.

Q What did they talk about ? A They were telling us to go up and tell these boys to go to work.

Q Did you go back and tell them ? A I did. Those three were over there.

Q What did the boys do whenyou went back there ?

A These boys wanted to know how was things. We told them like this "Go to work." Well, the boys says, "We wont work unless you get the non-union men to join the union."

Q Well, they did not go to work that day, Tuesday ?

A No.

Q Well, Wednesday morning you came to work ?

A Yes.

Q And then you got one hundred and sixty hogs on the platform, didn't you, about one hundred and sixty hogs on the platform ?

A Them hogs was killed there before we came up there.

Q Do you mean they werekilled before you started to work that morning ? A Yes.

Q Who killed them, do you know ?

A I don't know. They were non-union men.

Q Well, you allstarted to work at the same time, didn't you ?

A We did not. They shackled thes hogs and struck themhogs at about half past six.

Q Were there any union men that shackled hogs, are there any stickers or shackle men that belong to the union ? A Yes, there was a hog sticker there that does belong to the union.

Q Well, he stuck them that morning there, didn't he ?

A He went to work with me the same morning at

ten minutes of seven. He did not stick them.

Q They were there, they were stuck ?

A I don't know who stuck them.

Q Well, they were shackled and stuck. The hogs were shackled and the hogs were stuck ?

A They were. They were stuck there before we came up there.

Q That is usual. That is the way it always is, is it not ?

A It was not the regular gang that killed them.

Q But they were done in the regular way, it was just like always, so far as the work was done, it was just the same as before ?

THE ARBITRATOR: Well, had the regular gang reported in time to do that that morning ?

MR. CONDON: Yes.

THE ARBITRATOR: No, but the six o'clock men.

A The six o'clock man is a union man. Henever stuck no hogs at all.

Q Was he there at six o'clock ? A He was.

MR. CONDON. Q: Then they got somebody else to do the work, but they were there when you came back and shackled and in scalding. Some were scalding, weren't they ?

A Them hogs was dropped in the tub. These union

went over to the tub and scalded these hogs and ran them through the machine.

Q And after they got through the machine they all stopped ?

A They all stopped. When the hogs were on the moving rail they were just to the ham shavers. There was nobody there, somebody stopped it.

Q Who did it ?

A I don't know. The superintendent came up and said, "Well, what are you going to do John ?" I said, "Well, take those non-unionmen off that job and the boys will work." It only took two minutes when they got every watchman in the police and told us to get out.

Q Did not you stop the chains before you went to Mr. Calef or Mr. Wingert ? The chain was stopped before you went to the foreman ?

A Never stopped it at all' I don't know who stopped the chain.

Q You went there and told them on Wednesday they wanted you to go back and finish that job, didn't you, and you wouldn't do it, would you ?

A There was no such a thing like that. The Superintendent asked me, "Whatare you going to do John ?",

and I said, "I don't know. Get them non-union men to join the union". And the boys were there and it only took two minutes for the watchman to get there and tell us to get out, and the boys went out.

Q Did they tell that to you ?

A They told everybody there, everybody who was on the floor. The watchman says, "Well, boys move on. Get out of the house."

Q Did anybody tell you to get out ? Answer yes or no ?

MR. JOHNSTONE: Answer it any way you want to.

MR CONDON: I think it is an intelligent way to ask the question.

THE ARBITRATOR: Who was the superintendent ? Did any superintendent ask you to quit ?

A No, but it was the watchman. I don't know. It only took two minutes--

Q Was that before or after you had actually quit that the watchman told you to get out ?

A That was when the hogs were on the rail.

MR. CONDON: Q: Had the chain stopped ?

A The chain stopped. I don't know who stopped it.

probably the boss stopped it. I don't know.

THE ARBITRATOR: You don't know if he stopped it or not, if you don't know ?

A No.

MR. CONDON: After the chain stopped then the watchman told you to get out ?

A Yes.

Q What was the name of the watchman ?

A Well, one fellow, I don't know his name, his first name is Phil. And there was a few men there, and they said, "Well, boys get out."

Q Did they belong to the union ?

A Who ?

Q The watchmen ? A I don't know.

Q You stayed out all day Tuesday ? A What is that ?

Q You stayed out all day Tuesday ? A Yes, all day.

Q Now, when you quit Tuesday you saw McElroy, did you see Mr. Kilkowski Tuesday afternoon or Tuesday night ?

A I seen him before about-- afternoon I think it was.

Q Tuesday afternoon ?

A Nok before morning I think it was.

Q Was it on Tuesday ? A On Tuesday.

Q You saw Kilkowski. Did you tell him that you were not working that day, that you had quit ?

A That day we worked. We all went up to the hall.

Q Washe there. Was Mr. Kilkowski up at the hall?

A Yes, Kilkowski was there, yes.

Q Did you have any talk with him about it ?

A Why, yes.

Q What did you say , A We said about these men here wouldn't work, they were getting a few of these non-union men and doing this and that.

Q What did he say ?

A We said to go back to work the next day.

Q Anything else ? A That is all.

Q Did he tell you that you had not any right to strike, that you could bring your complaint before the Judge about the non-union men ?

A Yes, he said we could not strike or anything. We should not strike.

Q You did not pay any attention to what he said, did you ? Do you understand me ?

A I understand.

Q You did not pay attention to what he said, did you?

A I ain't the only one working. The whole gang would not work. And I could not work myself.

Q Then the whole gang did not pay any attention to what he said, is that it?

A That is what I mean.

Q Then the reason you quit was because the others had quit first, was that the reason?

A when the whole gang quit I quit too.

Q You are the floor committeeman. Won't the gang do what you tell them to do?

A They would not listen.

Q They won't listen, or they didn't listen.

CROSS EXAMINATION BY
Mr. Johnstone:

Q On Tuesday when the men struck, did the officials of the union offer to go upon the floor and see that they went back to work, and the company would not allow them to go up there?

A They would not let them on the floor.

Q You think if the officials had went upon the floor the men would have went back to work?

A I think easy.

Q Of course you know it is part of the agreement that the officials are not allowed to be upon the

floor. Do you think that the company ought to allow them to go on the floor?

A I think the company ought to allow them to go on the floor and talk to the men.

Q Is it very unusual for the gang to come to work and find 160 hogs on the rack without knowing who put them there, or do you generally know who did the work?

A Yes.

Q How long did it take them to get policemen up on the floor to tellyou people to get out?

A Why it only took about two minutes when they had the policemen.

Q Did anybody in the gang stop the machine? Did anybody-- if anybody did, you would know who did it, wouldn't you?

A Yes.

Q You would know if they did it on purpose in the gang. You would easily know who stopped the chain if it was done by a union man? What do you think of the fact that there was 160 hogs there that you didn't know who killed them, and suddenly the chain stopped, and then the policemen came up in about two minutes? Do you think there was a conspiracy on the part of the company to cause a strike that day?

A They told us to get out.

Q What did you men think? You had no intentions

that morning of stopping work, did you?

MR. JOHNSTONE: Did you?

THE ARBITRATOR: Mr. Johnstone, just let me get that clear in my mind. Had they been working the day before all day?

A Yes.

MR. CONDON: No.

THE ARBITRATOR: Had they given notice they would come back to work that morning?

MR. JOHNSTONE: Yes?

THE ARBITRATOR: Yes, but the six o'clock part of the gang showed up according to what he said?

MR. JOHNSTONE: And they didn't know who killed these hogs. It was rather unusal for the gang not to know who killed those hogs.

THE ARBITRATOR: The question was on the conspiracy proposition. If the men who had agreed to come back, had not agreed to come back. I don't know who they expected would clean up the hogs for the rest of the gang if the rest of the gang had not come back.

MR. JOHNSTON:E Hammond and Company have never co-operated with the union in trying to cause trouble. We have been upon the floor at Wilson's and put the mn back to work. We have been on the floor at Wilson's before the strike was called, but it was settled and stopped the trouble. Hammond & Company have never

allowed any privilege of that kind.

THE ARBITRATOR: But about this time, the experience of the two companies happened to be about the same.

MR. JOHNSTONE: There would not have been any trouble in Hammond's if they had allowed us there.

THE ARBITRATOR: How about Wilson's? You could not explain Wilson's the same way?

MR. JOHNSTONE: Whenever we came on the floor, the trouble was absolutely stopped.

THE ARBITRATOR: You would not have had time that morning to get on the floor.

MR. JOHNSTONE: The only time there is a strike is when we are unable to be found, when we are out in the yards somewhere.

MR. KILKOWSKI: Q How many watchmen appeared?

A I would say four.

Q What did they say to you?

A Just get out. Move up boys, get out.

MR. JOHNSTONE: What the people struck for in Hammond was due to the fact that the names of the non un on men by which they were slurring the union men, the insults, that was really the cause of the strike was it not?

A Yes.

Q Was that the reason they went on a strike?

A They struck. I don't know if it was the reason.

Q Well, they are still working there now, aren't they ? A Still working.

Q So there is no strike on ? A No strike.

Q They have quit ? They don't carry out the union men the way they used to do ? Everything is fine ?

MR. CONDON: Q: Who spoke to these men? Did you hear any of these men use bad language to the union men ? Did you hear any non union men use bad language ?

A No, I did not.

Q Did you ever hear it ?

A I did lots of times.

Q Now then when they used bad language was it because you or somebody asked them to join the union?

THE ARBITRATOR: You mean on the premises ?

MR. CONDON: Where ever it was ?

THE ARBITRATOR: Well, I know, but if these-- the theory of the strike was--

MR. CONDON: This bad language was on the premises ? A It was right on the floor.

Q Now, at the time they used that bad language was the union men asking the non union men to join the union ? A These union men never bothered the non union men.

Q What started them to strike ?

A These union men never bothered the non-union men?

Q What started them to talking ?

A They said "Damn the union".

Q Do you know why they said that ? Was there anything said ? What were they talking about when they said that ? What was said to them, do you know ?

A To the non-union men ?

Q Yes.

A We couldn't say nothing to them.

Q Did you try it ? A If you would go up to talk to them and they would say to get away from them, "You son-of-a-bitch, don't talk to me!"

Q What did you go up to talk to them about ?

A Inever did.

Q What did the other fellows go up to them to talk about ?

A The other fellows, not me.

Q About what ? A What I said, about this union here.

Q You mean to talk to them to join the union ?

A They were asked to join the union.

MR. KELKOWSKI: He is not responsible for what the others did.

MR. CONDON: I suppose the plan was to pass the

buck from one to another and not get anywhere. What we are trying to do is to locate it.

MR. KILKOWSKI. Look at your men and you will locate it.

MR. CONDON: It doesn't make any difference. It is a case of passing the buck anyway. Anyone else ?

MR. JOHNSTONE: We have some coming down later.

--ooo--

S. C. CALEF,

testified further as follows:-

DIRECT EXAMINATION BY

Mr. Condon.

Q You have just heard Mr. Kubek talk about the conversation that took place. Did he make any report to you or did he say anything to you about any of the non union men being abusive ?

A No.

Q What request if any, did Mr. McElroy and these gentlemen make when they wanted to go on the floor ? A I was not there. I was in the superintendent's office. I wasn't still up on the floor.

Q Now what time did you go to work there Wednes-

day morning ?

A I got there about a quarter of seven.

Q And what had been done in the way of Sticking and shackling hogs before you got there ?

A There was about one hundred hogs shackled at the time I got there at a quarter to seven.

Q And who did the shackling ?

A The regular shackler.

Q Was there anybody brought in from outside or anybody but the regular gang that had been there before employed for that purpose doing it ?

A No, sir.

Q why then, how about the stickers ? A Well, as to who stck the hogs I cannot say. We have two stickers there. We have a regular sticker and we have a colored man up there, an all-round man. They stick and deliver and drop 'er in.

Q Was it either or the other of one of those men ?

A It was.

Q Did you as foreman of the gang know anything about-- first, did you bring in anybody that was not a regular member of that gang to do any part of that work on Wednesday morning ? A No.

Q Did anybody bring in any man who was not a member

of the regular gang?

A No,sir.

Q Now after that was done, did you see Mr. Kubek after he got up on the floor that morning together with the rest of the men about the regular hour of seven o'clock ?

A I did.

Q Did they say anything to you at the time about going to quit in half an hour or anything of that kind ? A No.

Q What did they do ?

A There was forty-three hogs dropped and went into the scalding tub into the machine.

Q Who put them through ?

A The regular gang. The regular gang handled those forty-three hogs up to the ham shaver at seven o'clock when the whistle blows they always start thechain for the day's work and from the starting point up to the ham shavers it is in the neighborhood of twenty-five feet, there is a man shaving feet, a man pulling toe nails, a man shaving necks, and then the ham shavers start from there. The first hogs got up to the ham shaver, and I watched to see if they were going to work,

because the men were all congregated on the floor, which is something unusual. I saw that the hogs were about to go past the hog shavers and I stopped the chain.

Q You mean go past them finished or unfinished ?

A Unfinished.

Q Where were the men that were supposed to do that work when the hogs came up to them ?

A They were on the floor with the rest.

Q Were they at their place of work ? A No, sir.

Q Was that the time they were in consultation ?

A Yes.

Q Now you stopped the chain. Why did you stop the chain ?

A Because I wanted to find out if they were going to work or not going to work.

Q If you had not stopped the chain, what would have become of those hogs ?

A They would have gone through in an unfinished condition.

Q What time was it you stopped the chain ? A About three minutes after seven.

Q Did you have any talk with Kubek or any of the others after you stopped the chain ?

A I did. I went to the ham shavers and asked him, "What are you going to do? Going to work?" "Idon't know. I have to see John if we go to work or not."

Q Then what happened ?

A Then Mr.Wingert came on the floor and from then on I don,t know what happened.

Q Did they go back to work ?

A No,sir.

--ooo--

A U S T I N (H E A V Y) W I L L I A M S, testified as follows:-

THE ARBITRATOR: Q: What is your name ?

A Austin Williams.

Q How long have you worked for Wilson & Company ?

A About two years.

Q What is your job ? A My job ? My job up there ? My job is seeing after the truckers, the truckers where the men get the cattle. I got to see after my truckers, what catches the guts from the cattle.

Q How many men do you have immediate charge of ?

A About sometimes twelve and thirteen and fourteen.

Q You are not the foreman, are you ?

A No,sir,not a regular foreman.

Q Do you have any authority over these men to order them and direct them though ?

A Yes,sir.

Q Is your particular gang colored or whitemen or all colored ?

A No, all colored.

Q All colored? A Yes,sir.

Q Has that been so ever since you have been there ? Or have there been white men in the gang ?

A Ever since I have been there I have got about two white fellows working for me.

Q Now I am not trying to mix up this union and non union question, but I want to get at the bottom of this thing if I can. Now the other men who are working under you, are there any union men or non union men ?

A All union men but three or four I think.

Q All union men but three or four ? A Yes.

Q Well,now you heard what all these different men have told you, haven't you ?

A Yes,sir.

Q Now what do you say about this proposition ?

Of what is going on there between union and non union ?

A Well, I will just tell you. The union is all right. I have got nothing againstthe union, as far as that is concerned, but some men when they put on a button it turns them you know-- makes themthink they are all of it! When they put on one of those buttons they want to try to run over you; and I would have done been in,made up my mind to go in two or three times, but every time I got ready to go in, they are sticking up something on the board to bully you, try to make you go in. Every time I make up my mind to go in I see something on the board, where, "If you don't get in,we are going to put you out."

Q You didn't like that ? A I didn't like that, where if they had worked along steady they would have gotten me,worked along easy they would have gotten me, but this making business I just would see my own time about going in, I done made up my mind two or three timesto get in. Every time I make up my mind to go in there is something up on the board about, "If you don't go in we are going to put

you out." I say,"Very good, you just keep me out thatmuch longer." They would get more than they do get if they would go along easy.

MR. CUSTER: Q: Was you in this union three years ago ?

A Yes, I think I was. I was in it twice.

Q Did you see any 'bull dosing' up on the board before you joined this union ?

A Before I joined ?

Q Yes. A Did I see no 'bull dosing' ?

Q Yes.

A No, I didn't see none until lately. You all commenced doing it around here.

Q Why did you join in the first place ?

A Why did I join ?

Q Yes.

A Because I thought it was all right. That is the reason why. And maybe it is all right, -- in a way.

Q Why did you come out of the union ?

A Because I seen it was going down. That is the reason why.

Q Going down how ? A The men dropped out. And I dropped out too. I wanted to see which way my money was going. I didn't want no money to throw away.

Aren't theremore union men in there than there was at that time ?

A Yes, you know the reason why ?

Q Why ?

A Because when they see that statement up there it scares them. I seen many times they would have gone in if they had the money,and they laid off. They didn't have the money. They seen that sign up there, "If you don't bring a button in the morning, no work." They laid off on account of not having money to pay to get in.

MR. JOHNSTONE: What kind of a sign was it on the board ?

A paper sign ?

A Yes. A paper sign up on the board there.

Q Can you get one of thes signs ?

A I don't know. I didn't fool them. I don't know who took them down.

Q Did the foreman see it ? A Yes,sir.

Q Did you tell him ? A Did I tell him ? No, he seen it himself.

MR. MEYER: Is this the sign you mean, that kind of a sign ? (Showing witness the sign).

A I think that is it.

MR. JOHNSTONE: Read it out loud ?

A I can't read.

Q How do you know what was on the sign?

A I just said I seen it up there.

Q who told you what was on the sign ?

A Well, that is all right.I seen it up there.

Q How many signs were on the board ? A I seen two up there.

Q Is this the one the foreman saw ?

A No, he took one down and tore it up.

Q He did ? A Yes,sir.

Q You know Tubs,don't you ?

A Who Tubs ?

Q You have a fond recollection of Tubs, haven't you ? A No; I don'tthink I do.

Q Don't you remember a man by the name of Tubs, nick-name ? A No.

Q What was his right name, he was a truck man in your gang ?

A Oh, yes.

Q What did he hit you in thenose for ?

A What he hit me in the nose for ?

Q Yes. A Well, that morning he came in--

he came in late.

MR. MEYER: Q: How long ago was this Williams?

A Let me see. I guess it has been-- I couldn't say. There has been-- I guess two months. He came in late that morning, so he came in late, and he goes downstairs, and he gets some pigs feet down in the gut room. He goes back, behind the stairs there, and he was eating it, and I says, "Say son, you must come in. I am short of cutters."

Well, he got sore at that. There is a place where they run the condemned meat into the doctor's office. Well, he goes down and is washing his hands around, and I says, "George, come on. We kind of short of cutters. Let us get out of here." He says, "Go fuck yourself, you none of my boss. You dirty son of a bitch anyway." That is what he told me. I said, "How come I dirty?" Oh, he said, "You just dirty", like that. "You just pick at me all the time." I says, "I don't pick at you". He haul away-- walk away and hit me.

I say, "You better go down and get your time if you don't want to do what I tell you." He said, "I ain't going to get nothing, you go fuck yourself."

Q You never mentioned to Cavenaugh anything about that pigs foot ?

A No, I didn't .

Q Did you forget about it then ? A No.

Q Why didn't you mention it ? A Well, you wanted to know what I came off about, and I told you.

Q When the grievance came up before your foreman, why didn't you notify your foreman that this fellow stole a pigs foot ?

A I don't know whether he stole it or not. I don't know how he got it.

MR. MEYER: He didn't say he stole it. He said he found him eating it. He didn't say he stole it. Don't you get things without stealing ? I have got a lot of things I didn't steal .

MR. JOHNSTONE: You don't think you were really nagging Tubs because he didn't give you that fifty cents that you tried to steal from Wilson & Company ? A Yes, that is what they say, but they ain't got any man can say he gave me fifty cents nor Wilson what I work for .

Q Is that a regular practice for Wilson & Company ? A No, you can't find any man who says I let

him off.Bring him up before me.

Q Didn't he promise to give you fifty cents?

A No, he did not promise to give me nothing.

Q You sayyou are willing to join the union ?

A When it comes to be a closed shop then I will join it or walk out, like a man.

MR. CONDON: Q: What do you mean by closed shop ?

A That is what they are trying to get , and I guess they will get it .

MRL KILKOWSKI. Q: You know there is no such thing as a closed shop ? It is a union shop or a non union shop ? We are operating now under a non union shop. There is no such thing as a closed shop.

A They tried to scare me. They done had me in there.

MR. JOHNSTONE: Is that an advice for them to come and scare you ? A That is what they tried to do, but I had too much nerve.

Q Why did you ask Joe on the floor to sign you up ?

A I never asked none of them on the floor to sign me up. There has been plenty asked me

I said, "No, you can't write me up. I will go to the Hell".

Q Do you belong to the Wilson Club ? A No,sir.

Q Why do you ask men to keepout of the union ?

A I didn't ask men that. I say,"Make up your own mind."

Q You never spoke to Bedford ? A I ain't spoke to that man in over a year. He ain't spoke to me. Ever since he got that button on he quit speaking to me.

MR. MEYER: Q: Is he getting proud now ?

A Yes, he got proud. That little fellos there too. We used to talk and laugh and as soon as he put that button on --

MR. JOHNSTONE: Was that while he worked for wilson ?

A Yes,sir.

Q And you did not know he belonged to the union before ?

A I don't know whether he belonged to it, or not; but he ain't spoke to me in over a year.

Q Would you rather work eight hours than ten ?

A Who, me ? I don't care. I would just as soon work eight or ten or fifteen. It don't bother me.

Q You feel the conditions inthe Stock Yards are a great deal better now than they were when you first went there ?

A I don't know. Not the way it acts it don't. It makes it worse.

MR. KILKOWSKI' You would prefer to work sixteen or eighteen-- do I understand you prefer to work longer than ten or twelve or sixteen hours ?

MR. CONDON; He didn't say anything of the kind.

A I didn't say that, but if I have to work that long, I will be paid for it.

MR. KILKOWSKI. Q: Do I understand you to say all of you are opposed toshorter hours ?

A Who is opposed to shorter hours ?

Q That you are ? I want to find out how these men feel towards shorter work ?

A I am working for the company.

MR. JOHNSTONE: What do you think got to these-- got you the eight hour day ?

MR. CONDON. I think that is a matter of record. Judge Alschuler was responsible for it.

A I don't know.

MR. CONDON: And nobody else.

MR. JOHNSTONE: Oh, I doubt that.

THE ARBITRATOR: Well, I tell you Mr. Johnstone some of these people who say that don't mean it as a compliment.

MR. JOHNSTONE: He thinks your honor, when he makes a statement of that kind that courtesy will prevent us from denying it. We appreciate all that Judge Alschuler has done.

THE ARBITRATOR: That is immaterial anyway. What we are trying to get at is Williams now, after all. Of course we will hear anything that anybody has to say, and it is up to you to answer the questions they askyou. You cannot help that. But what we are trying to get at is to get at the cause of these strikes, and see how we can avoid them in the future.

A I don't bother none of those fellows, they don't bother me. All those fellows like me. Those fellows like me, but they just got it in for me. They know I don't bother none of them.

THE ARBITRATOR: I think in view of that admission--

THE WITNESS: Thatman right there, he aint got nothing against me in no way,shape,form or fashion.

MR. CONDON: C: How many men do you have charge of ?

A Oh, about maybe ten or twelve or fifteen. Sometimes I have a small gang and sometimes I have

more, truckers.

THE ARBITRATOR: I want to ask you a question. Supposing you need some more men on the floor there. How do you get them ? Where do you get them, and how do you select them ?

A They sent them up from downstairs. I don't go downstairs at all.

Q Who sends them ? A The man at the gate hires them and sends them up there.

Q Do you have anything to say about what men should be taken ? A No, sir, I don't go down there. Mr. Adam brings up down there and tells them to send up so many men, and when they come up there he turns them over to me and I take them in a little office and give them clothes to go to work in.

Q Suppose these men have a union button on ?

A I don't say nothing to them. I put them in the clothes and put them where the boss tells me. I treat them all nice, just the same.

Q Have you any orders of any kind that youare to discriminate against or for any class of men, white or black ? A No, sir.

Q Or union or non union ? A No, sir.

Q Give us the facts about it if you have any ?

A No.

Q Have you any disposition or practice of your own on that subject? Do they bring you-- you sayyou need three men,do they send you up four or five to pick out of ?

A No,sir.

Q Do you ask the men what they know about the business or anything about it ?

A No,sir.

Q Have you any discretion or have you any power on that subject at all, as to what men to take and where to put the different men ?

A No,sir. He sends them up there to me and I carry them into a little office, put their clothes on and carry them over to where he says to put a man in that place. "Put that man insuch a place." I put him where he tells me to put him.

Q Now about telling men they should not join the union. Do you say that you never said anything on the premises ?

A If they ask me about it, I say, "Use your own judgment." Each man knows what he wants to do.

Q I think it is one of these men sitting around here says you told him not to go in there, there on

the premises?

A I ain't spoke to one of them under a year. They don't speak to me. We used to go on all right, but I don't speak to them.

Q MR. JOHNSTONE: You said a little while ago they were all your friends ?

A Well, they is, until lately.

Q A year ago ? And you say now ? A Well ?

MR. MEYER: Did you hear Bedford or Custer say you always went down and picked out non union men ?

A Yes, both. Now I don't go down after no men. He said I went down to get non union men.

Q Have you got anything to do at all with the employment of men ?

A No, sir.

Q When the foreman in your department wants some men you go to the Telephone or where ever it is ?

A No, I tell him there and he ring up and tell them to send up so many men.

Q Then when the men come up there you take them into the dressing room, where the clothes are ?

A Put them on new clothes.

Q That is over-alls and things they need, the jumpers ?

A Yes,sir.

Q Now, did you ever ask any one of those men, Bedford Or Custer or anybody in their presence whether he belonged to the union or did not belong to the union ? A No,sir.

Q Did you ever make it a practice when they came up there to find out if they belonged to the union or not ?

A No.

Q Did Williams or anybody there, superintendent or foreman, ever tell you to keep men from joining the union ? A No.

Q Do you know anything about any effort being made on the part of Wilson & Company or any of their superintendents ?

A No,sir.

Q Did you ever make any ? A No,sir.

THE ARBITRATOR: Q: Well, just another question. Well you know about this-- in an ordinary way about this agreement under which we are working ? Agreement to have any arbitrationif there are any difficulties, if there are any complaints. You know about that in a general way, don't you ?

A Yes,sir.

Q We have been working under that for some time, over a yearand we are still working under it or trying to ? A Yes.

Q Well now you realize, do you not that you have not any right on the premises there to abuse the union, even if you were disposed to do it. I don't say you would, but you realize under theagreement you have not any right to argue against joining or in favor of joining the union ? A I don't say nothing.

Q I assume you don't, but you know the contract provides it should not be done ?

A Yes,sir.

Q Now have you ever heard any fellows talk-- not yourselves, but fellows saying, as these fellows say , this choice language about the union 'damn the union' or all these other things ?

A No,sir.

Q Have you ever heard anything of that kind ?

A No,sir, I didn't hear nothing like that.

Q Now if you hear anything of that kind will you tell the fellow they have not any right to talk that

way ? A If I heardthem I will.

Q You know also that the union have not any right to solicit members on the premises, don't you ?

A Yes,sir.

Q If you hear any fellows talking that way and soliciting men will you just say it is against the rules ?

A Yes,sir.

Q But do it on the one side as well as on the other.

A Yes.

Q Now according to your view of it a man who will stand out and not join is the manwho has the courage and nerve and wont let anybody force him into it. Well, now a fellow who feels that way is very apt--

MR.MEYER: To think he has the nerve and courage to get up and ball him out --

A No,sir.

Q I say he may fell that way. If he feels he is strong and has courage enough to do it. Now will you as long as you are there,try to see to it that there is not anybody does that, either balls out the union or balls out the non union men ?

A yes,sir.

Q If they make it one hundred per cent that is their look out, if they can do it lawfully and properly.

A Yes,sir.

Q Even if they get you inlawfully and properly that is their look out and your look out ?

A Well, they will getme if they let me alone, and don't keep nagging.

Q What we are trying to see is that they don't get you if you don't want to join ?

A Well,they will getme if they let mealone.

Q And you are to see to is that you fellows-- I don't mean your fellows, but any fellows don't try to get them because they are not in the same organization ?

A No,sir.

Q You are not to get either. There is not anything of that kind to be done under this administration or under any other properly ?

A A union means something. It don't mean just to put on a button.

MR. JOHNSTONE: What does it mean ?

MR. MEYER: Q: Has there been the last few months or

weeks there, have you noticed, any of the union men on the floor soliciting and asking men to join the union ?

A Yes.

Q What has been the trouble ? A I don't know what has been the trouble.

Q What, in your judgment started these strikes the last week or two ?

A I don't know what started them. I heard them talking it around. I don't know what started it at all.

MR. JOHNSTONE: How long is it since you went down to the gates to bring men up on the floor ? Did you ever do it ? A I went down there maybe just a little while. I didn't go down there for very long. I was too heavy on my feet.

Q You admit that you have gone down and brought up men from the gate ?

A Yes, but the men would pick them out. The employer down there would pick them out.

Q You have got a very good memory have you ? You said a little while ago that you didn't go down; that you ran up the foreman and the foreman went down for the men? A I went down when I first

took the job for a little while, and they stopped me. I walked too heavy on my feet.

THE ARBITRATOR: Q: When did you first take the job ?

A I have been at it I guess about eight or nine months. I don't know for certain.

MR. KILKOWSKI: Q: You belonged to the union before, didn't you ? A Yes.

Q And the reason you left is because they didn't treat you right ?

A Didn't treat me right. I couldn't see why I didn't get anything out of it. When I would get sick or lose my job or something, take care of me when I was down.

MR. JOHNSTONE: Q: Do Wilson's do that for you ?

A Do what ?

Q Look out for you when you are sick ? A Sure.

THE ARBITRATOR: Well, they do that for the union and the non union men alike, don't they ?

A Yes.

Q They don't make any distinction between union and non union men ?

MR. LANE: Q: Are you a married man ?

A Yes.

Q How big is your family ?

A They are all grown.

Q How many have you got home with you now ?

A One girl.

Q Your wife, yourself and one child ? A No, she married. She live with me.

Q What is your rate of pay ? How much pay do you draw ? A Oh, I don't know.

Q Don't you know how much you get ?

A I know how much I get.

Q How much do you get ? A I get fifty cents an hour.

Q How much were you getting when you started to work for Wilson & Company ?

A How much was I getting ?

Q Yes. A I was getting twenty-six and a half cents.

Q And you are getting fifty cents now ?

A Yes .

Q I am not prying into your personal affairs a little bit, but do you pay cash or is your credit good at the grocery or meat market ?

A My credit is good.

Q Then you pay your bills pretty well ?

A Sure I pay them.

Q That grocery man has an expense on there, to keep that little grocery so he can supply you with groceries, hasn't he ? I say he has an expense that he has to meet, the grocery man. Hepays rent and he pays light and bills and probably help ?

THE ARBITRATOR: Well, Iwill admit that for him, that he has expense. Of course he has ? Now are you going to ask his a question based on that ?

MR. LANE: Yes, your honor.

Q In buying your groceries there you help pay that expense ? A Yes.

Q Now when you started to work for Wilson & Company at twenty-six and a half cents an hour there was not anybodypaying any expense for increasing that rate, was there?

MR. MEYER: Increasing what rate ?

MR. LANE: Increasing the rate of pay ? That rate from twenty-six and a half cents to fifty cents? That has taken place since you went to work?? That has been increased?

Q Do you realize that there has been quite an expense

to bring that about ?

A Maybe it is.

Q That is pretty near doubled. That is,the rate has been pretty near doubled, from twenty-six and a half cents to fifty cents. I am somewhat surprised to hear the statement made a while ago, in which you say you couldn't understand where your money was going when you paid it in the union. Paying in about seventy-five cents and getting in about forty or fifty dollars a month ?

A Well, that is just all right. I just didn't like it .

MR. JOHNSTONE: I thought you said a while ago you liked it ?

A Well,sure,them that likes it is all right.

Q Do you know wilson the man that struck Charlie Jamieson ?

A I heard talk of him.

Q You didn't know him ? A No, I didn't know him.

Q Did you see him on the floor there ? A Yes .

Q You did not know him ? A Not personally.

Q You don't know where he is now ? A No.

Q You don't know whether he is inbusiness for

himself or not ? A No.

Q You were never along with him ? A No.

Q You were not along with him last Thursday ?

A No,I don't know where he lives .

Q You said that Wilson looked after you when you were sick ? A yes.

Q Do you remember Charlie Jamieson ?

A Who ?

Q Do you rememberCharlie Jamieson that got struck by Wilson ? A yes.

Q Do you remember where Wilson & Company put him when he was nearly murdered ? In the Bridewell Hospital. You know that ?

A I don't know why they put him there.

Q You knew he went there? A I don't know where he went.

Q Where is Wilson & Company's hospital ?

A I don't know. I have never been there.

Q They have two. They largely use St. Bernard's and the Provident, and yet they sent a man who was very nearly murdered to the Bridewell.

MR. MEYER: Are you asking him questions or making

statements ?

MR. JOHNSTON : Q: Do you know who looked after charlie Jamieson ? A No.

Q You don't know who took him out of the Bridewell Hospital and put him into the Provident Hospital ? You don't know it was theunion ?

MR. MEYER: There ought to be a limit to this.

THE ARBITRATOR: Why yes, thereought to be.

MR. MEYER: I was only thinking of this Judge, Mr. Johnstone has here in the couse of the last few minutes made a number of statement as statements of fact in the shape possibly of questions, without any opportunity for anybody to deny them. He is not testifying ; making statements of this fact about Wilson letting a man do this, when there is not a scintilla of evidence to that effect. I don,t think those things should go into this record.

THE ARBITRATOR: In all these proceedings there has been on both sides a great many questions asked or statements made in the shape of questions by the use of the words, "Don't you know so and so, and so and so" when the witness says he doesn't knot anything about it. That of course is not even suggestive evi-

dence of the truth of the assertion that is included in that question. That is true not only of lawyers but of laymen and of everybody else. I have explained that to both sides time and again. It is true now nevertheless and has been right along.

MR. JOHNSTONE: What question do you object to ?

MR. MEYER: There are so many of them I couldn't tell you.

THE ARBITRATOR: You are asking him if he didn't know it to be a fact that this man was sent to the Bridewell Hospital and all that. My statement is that any man was slugged or sent to the hospital,-- that that is not the slightest evidence-- of itself.

MR. JOHNSTONE: The court records will show that. If Mr. Wilson wants to go on the stand he can prove it.

MR. MEYER: I know it has no effect on your honor, but in a record of this kind they ought not to be made.

MR. CONDON: To begin with Wilson & Company and no other employer could not send a man to the Bridewell Hospital; he has to be sent by the due administration of Justice.

THE ARBITRATOR: I don't know anythingabout the rule, Except your statement that you do know something about it.

MR. CONDON: Well, I am familar with the rules for the admission to the Bridewell, although I have never been there. I am quite familar with it. I wasin the Prosecutin Attorney's office and know how men get sent there.

MR. KILKOWSKI: There are a lot better men there than we are.

MR. CONDON: This man who was supposed to carry that gun is here.

--o--

J O H N W E L L S

testified as follows:

THE ARBITRATOR: Q What is your name? A John Wells.

Q how old are you? A 18 years old.

Q 18? A Yes.

Q Where do you live? A I live out on 32 and Forest Ave.

Q You live with your parents? A I live with my parents.

Q How long have you lived in Chicago?

A 4 years.

Q How long have you worked for Wilson? A One year.

Q What did you do before that? A Went to school.

Q What do you do at Wilson's?

A Well, I am a cattle hoister.

Q Well, do you mean lifting up the cattle?

A Yes.

Q Is that part of the cattle killing gang? You hoist up the cattle so they can kill them thereafter?

A No, after they kill them. The floormen take charge of them.

Q When the floormen get through with them you hoist them up? A Hoist them up.

Q Now, were you working there at the time the boys went out? A This last time, I was.

Q You were? A Yes.

Q Is it for Wilson's that you work? A Yes.

Q You were there the last time they went out?

a Yes.

Q Do you know what they went out for?

A No, I don't.

Q Do you know what happened just before that?

A We were working straight along.

Q oh, you must talk l uder than that. Just as though you were talking to Joe over there.

A We were working along about 8 o'clock, and Bob here came and told Pete not to hang up any more cattle, and everybody stopped working, and I went home and sat down, and that is all I know about the strike.

MR. MEYER: Q who do you mean by Bob?

A This man.

MR. MEYER: Bedford.

THE ARBITRATOR: Now, it is perhaps non of my business, what churches you belong to or whether you belong to any?

A I don't belong to any.

Q Or whether you belong to anything. What is none of my business. But this question of belonging or not belonging to the union. Do you belong to the union?

A I did last December.

Q Do you now? A No, because they said after I was 3 months behind I am no more a union man.

Q You were behind in your dues?

A Yes sir.

Q Have you ever had any trouble with the union?

A No, I have not.

Q You heard what these boys said here, Saturday and Friday, didn't you? A Yes.

Q You sat here in the room? A Yes.

Q How about that gun; where is it today?

A I didn't have a gun out there.

Q Have you got one any where else?

A I have got a gun at home, sure.

Q Do you always keep it at home?

A I keep it at home.

Q You never tote it around? A No, no where.

Q What do you keep it for at home? A Protection in the house.

Q Is your father living?

A Yes.

Q Who bought the gun? A He did.

Q What? A He did.

Q When? A About 2 or 3 years ago.

Q Have you and he each got a gun? A No, just his gun.

Q Have you got any brothers there?

A Got two brothers.

Q Older or younger? A Younger than I am.

Q Has not the gun been out of the house in the last 2 or 3 months, that you know?

A No.

Q Have you not had it out?

A No, I have not had it out no where.

Q Do you carry a knife? A No, I lost my knife and I haven't bought another one.

Q When? A I lost it over a year ago.

Q What kind of a knife was it?

A A knife with a 3 inch blade on it.

Q A 3 inch blade? A Yes.

Q One that swings all the way around, or one that stys

open all the time? What kind of a blade was it?

A No, just a regular pocket knife.

Q You don't have a razors at your work do you?

A I don't handle razors.

Q You don't handle them. I don't know whether it is the style in Chicago, but I think not. Have you ever seen any boys on the floor handling razors?

ANo, I have not.

Q Of course, most of them have to handle knives in the line of their work?

A Most of them.

Q Have you seen any knives used; seen any knife scraps there, while you have been there?

A No.

Q Among any of the boys? A No, I have not.

Q And you have been there for a year?

a 1 year.

Q Have you ever seen or heard of any one cutting any one else with a knife? A I have not.

Q I don't mean union or non union, but for any cause there, whether you knew the cause or not?

A I have not.

Q Now, you don't like the union very well do you?

A It ain't done anything to me. I like it just about as well as the rest of the people that is in it.

I haven't got any kick against the union.

Q Have you been advising people not to go into the union?

A I haven't said a thing, not a word, not to anybody.

Q Have people been asking you to go into it again?

A Well, a party told me last saturday to come down to the hall and see what was going to be said.

Q Said what? A He told me to come down to the hall last Saturday evening and see what was going to be said.

Q Wanted you to come and hear what was going to be said?

A Yes, and I wasn't fixing to pay my dues up and get my button.

Q What did you say to him?

A I said I would be down if I could.

Q Have they bothered you any? A No.

Q Have you bothered them any?

A Not that I know of.

Q Not that you know of? A Yes.

Q Well, now, you would be likely to know it if you have. That is, you don't know but what you have said may have given somebody offense?

A I haven't said nothing according to that union.

Q They said something about sneering or laughing at them? Have you tried to make sport of people; make sport of the union on the premises there?

[illegible] belonged to the union

Just like they did.

Q But I believe you said, you don't now?

A Well I am not.

Q Well, the fellow who is a convert either for or against is pretty apt to be strenuous. I don't know whether you know that or not, but they say that of the converts. Whether it is a fellow who is for or against. He is likely to be pretty strong in his views, not saying that about you. A convert is a fellow who has changed either for or against. What pay were you getting there last year?

A I started to work there at 40 ¢ an hour.

Q You started at 40 ¢ A Yes.

Q You have had some considerable education, haven't you? A Yes, a little bit.

Q You have been quite a number of years to school, haven't you? A Yes.

Q Of course you can read and write. Do you know any thing about this notice that was up on the board there at Wilsons? A Well, when I started to look at that sign there the foreman was taking it down, and I didn't get a chance to see it.

Q How long had it been there to your knowledge before he took it down?

A About an hour.

Q Did you ever see any such signs there?

A I didn't see no signs, or pay any attention.

Q You don't believe in signs. Now, I know, but the question I want to get at is this. Here is what they say-- you heard what they said it was about?

A Yes, I have heard what it was about alright.

Q It made some little commotion, didn't it?

A It did.

Q Have any of the boys joined the union since that sign was put up?

A Not that I know of.

Q Well, a sign of that kind would create some commotion and talk wouldn't it? A Yes.

Q On the floor there? Now, have you in that year that you have been there heard of any similar signs, warnings to the men, or anything of that kind on the board?

A No.

Q What is that board used for?

A Mark up what time we usually come to work.

Q And pretty nearly every man is supposed to look at the board or get from some of his fellow workingmen, the information on the board. There is something on there

nearly every day isn't there?

A Yes, the time we come to work is on there nearly every day.

Q And any additionaly notice would attract some attention. Was it a common thing to put up signs there warning men to join the union or warning them against joining the union or anything of that kind? Was that a common thing to put it on that board?

A I don'tknow.

Q Did you ever before this last time hear of it?

A I have not heard of it before. There is a lot of signs going on that board. There is a lot of profane language used up there. Lots of signs about that that is used on the floor.

Q You have heard them, haven't you?

A I have read those signs.

Q I am talking about a sign of this kind.AThat is the first one I ever seen.

Q The first one you ever heard of?

A No, not exactly.

Q Have you heard of any one being up there?

A Yes.

Q How long ago? A About a month I guess.

Q Did you see it? A No, I didn't see that one.

Q You heard then bkout a month ago there was a sign there somewhat like it ? Do you know who put that sign there ? A I don't know who put either one of them there.

Q You have seen people put signs up there, that is the regular signs for the business that have a right to be there ? A Yes,sir.

Q Now you understand there is an agreement there that this shop is to be run and they are to make no distinction between union and non union men. You know in a general way you are running under such an agreement don't you ? A Yes,sir.

Q That there must not be any solicitation for unionism or non unionism on the premises. You understand that, don't you ? A Yes.

Q You know that the unions made an agreement withthe Government under which they have been working for a year or more that there were to be no strikes or lock-outs during the war, until peace was declared. You know that in a general,way, don't you ? A Yes,sir.

Q Now, have you done anything, or heard of anything being done, trying to bring the unions, or get the unions in bad by having the boys break their contracts by striking ? Have you heard anything of that kind ?

Q Have you tried to get the union in bad; get the men in bad by striking when they haven't any right to under the contracts? You know anything about that?

A No.

Q Have you heard anything like that? A No.

Q Have you heard any of the boys there that don't belong to the union use any language about the union that the men have testified to here?

A Yes

Q You have heard about the union one way or another?

A Yes.

Q What? A Just what the fellows say.

Q Did they say that stuff? A Yes.

Q Has it been any more last week than it has been for weeks before? A Well, like just the same.

How does it happen that these things are said?

A Well, they would be talking about a closed shop around there, and you would have to get in the union to hold your job, and these fellows just made this remark.

Q Yes. Have you heard anybody threaten another for joining the union? A No. I have not.

Q Or for not joining the union? Do him bodily harm or run him out of the place, of something of that kind?

Q Did you hear any such remarks the day these men walked out ? A I did not know they were fixing to strike, until Bob Bedford there told Pete not to hang up another car.

Q You know of course it is not right to use such language about the union or non union, or any other class of individuals, don't you ? It is not the right thing to do and it ought not to be done on the premises there in any event ? You know that, don't you ? A Yes.

Q Of course. I suppose you want things to run along smoothly, without any trouble ?

A Just as peacefully as can be.

Q If any of these men the are not members of the union, if you have any influence over them, are using such language or making threats, or doing things that they ought not to do with reference to the union men, you will discourage that as much as you can ?

A Yes.

Q And not do any of it yourself ? A No.

Q How about a gun ? Of course you say you haven't carried a gun or a weapon there ? You know it is against the law to carry guns ?

A Anybody would have sence enough to know that.

Q What is that ?

A Anybody would have sense enough to know that.

Q Well, I think that is true, but somehow or other it happens that it is not everybody that has sense enough to obey the law, as we see every day by the newspapers accounts of gun men, and all that sort of thing.

A Nobody hasn't threatened me. What cause have I to carry one?

Q Nobody has threatened you; nobody has bothered you?

A No.

Q Do you know anybody who carries a gun there on the floor? A No, I don't.

Q Do you know anybody who has been carrying a gun onthe floor?

A There is only just one gun up there and that iswhat they use to shoot the bulls when they get out.

MR. CONDON: Q You said you were going to school. How long were you going to school?

Q A 11 years.

Q What school? A Down there to Phillips High school.

Q How did you get the job at Wilsons?

AI just went out there. ABoy friend of mine was already working out there, and he carried me on the floor and they hired me piling hams.

Q You got the job through him? A Yes.

Q What made you drop out of the organization?

A Just because I got behind, that is all.

Q Why don't you get in and get straightened out?

A Well, I intend to get straightened out when I get like I want to.

Q Don't you know all of us try to have peace there and try to get along?

A I try to have peace too.

Q Calef, Ross, or Nelson, that is what we all try to do, instead of nagging at one another.

A I am not nagging at nobody.

MR. JOHNSTONE: Q Are you a member of the Wilson Club? A No I am not.

Q Did you ever see any signs on the blackboard announcing meetings of the Wilson Club?

A I didn't pay any attention to it.

Q You didn't see these notices go up; you don't know that the Wilson Club is an organization that is trying to break up the union?

A I don't pay that club stuff any money out there.

Q How long is it since you learned to use a gun?

A Since I learned what.

Q To be able to use a gun?

A Since I was five years old.

Q Who taught you? AMy papa.

Q Do you think a three inch blade is an ordinary pocket knife? A Certainly; it is no dangerous knife. I have seen them with worse than a 3 inch.

Q I have seen them with a 12 inch? Was it a spring knife? A No, just an ordinary pocket knife.

Q You heard the evidence that the other colored fellow put in about your putting a gun in your pocket.

A Nobody has ever did see that I had a gun out there.

Q You heard one man sitting there--

AI heard him say that, but his word don't go no further than mine.

Q You really don't know what he struck? A No.

Q You said a minute ago that you heard some of the non union men saying bad things about the union. Did you ever hear any of the union men cuss the non union men? A No.

Q Who was the individual you heard saying bad things about the union? A Well, we were down in the dressing room eating dinner, you see, and they bring up the conversation down in the dressing room, and of course I don't believe these fellows, -- I don't know who they are, just seen them that is all.

Q It wasn't Heavy, was it? A No, it was no Heavy.

Q Nor this other fellow over here?

A No, it wasn't Joe. These fellows don't work on the beef killing floor at all.

MR. CONDON: Q John, you understand that you don't have to join the union unless you want to?

A I understand that.

Q And that you can still hold your job and be entitled to make a living just the same? A Yes.

MR. CUSTER: Q You don't want to work out there and not be in the uion?

A I didn't say I wouldn't join the union.

Q I say, you wouldn't want to work out there and not

be a member? A I say, I will catch up in the union just as soon as I am able.

MR. JOHNSTONE: You realize that organized labor is the only thing that gets the worker anything?

A I realize that.

Q You realize that if you stood alone there you wouldn't have a ghost of a show; that when you join an organization then you become strong and are able to combat the employer, Wilson and co/ or anybody else, you know that?

A Yes.

MR. MEYER: What do you mean you wouldn't have the ghost of a show?

MR. JOHNSTONE: He would have the same chance that he had in 1904, chance to hold his job or get better conditions, or increased wages, or anything of that kind?

MR. CONDON: well, we will show you he will have a chance to hold his job, whether he belongs to the union or not.

MR. JOHNSTONE: You are taking it in a different light.

MR. CONDON: I am taking it in the light you answered my question.

MR. JOHNSTONE: I said the working man standing alone

had no opportunity, and he realizes that himself. The Government never stepped into the steel industry to give the wages in there. It steeped into the packing houses when we organized and drew attention to it. It is the organized labor vote that is responsible for Judge Alschuler being administrator here.

THE ARBITRATOR: Are there any further questions?

MR. BEDFORD: Q The day you laid off there, and the foreman fired you, who did you go to to see about getting your job back?

A Wasn't I in the union then?

Q Yes? A Well, didn't I have a right?

Q Well, you came to me, didn't you? A Yes.

Q And I took the matter to the foreman and the superintendent and got your job back, didn't I?

A Yes.

Q Could you have done that had you not been in the union, by yourself? A No.

MR. JOHNSTONE: Q He just asked you that question to show Mr. Condon here that individually you have not a ghost of a chance.

--o--

JOE HODGES

testified as follows:

THE ARBITRATOR: Q What is your name? A Joe Hodges.

Q How old are you? A 25.

Q How long have you worked in your present job?

A A little over 2 years, I guess.

Q Are you a married man? AI am.

Q Well now, how about this gun proposition? Have yiu seen anybody on these premises with a gun at any time? A I have not.

Q Sure of that? A No sir, I haven't seen anybody with a gun.

Q I don't mean this gun for shooting bulls? You know what I mean? AI haven't seen any guns around there at all outside of that little rifle they have for shooting bulls

Q Have you ever carried a gun on those premises?

A No sir.

Q Ever seen this last man here carry a gun?

A No sir.

Q Heard any guns talked about? A I have not.

Q Do you have a gun? A No sir.

Q Do you have one at home? A No sir, I have not.

Q Have you seen any knives carried in the way of weapons ? A No, sir, I have not.

Q Clasp knives, or dirk knives, or anything of that kind? Of course there are a lot of men working there with knives. I don't count them. Have you ever seen them get into a knife fight there? A No sir, I have not.

Q White or colored, among themselves in any way?

A No sir, I have not.

QHave you seen men make passes at men, or each other with knives, at those they were working with, or others?

A No, not on the floor, I haven't.

Q Have you off the floor, among the workmen there?

A No sir.

Q I am not asking you about your experience in the world at all. Now about this fighting there, or these out breaks or out-bursts between union men and non union men, do you know anything about that?

AI don't know anything about it.

Q Now, it is not pleasant all the time is it there, between the union or non union men, is it or isn't it?

A I don't work out on the floor. I work in a little place all by myself. I am the doctor.

Q Oh, you are up there with the doctor? A Yes.

Q What do you do there?

A I pull cattle around for them.

Q That is, if they want to examine certain parts,

you pull them around? A Yes sir.

Q So they can get at them? A Yes sir, that is my job.

Q Do you do that alone? A Yes sir.

Q How long have you done that? A I guess about a year.

Q Well, now this other proposition, I take it from what these men have said, you do not belong to the union?

A No sir, but I used to belong to it.

Q How long ago? A As near as I can come to it, about a year ago.

Q Did you resign? A I did.

Q Did you have any feeling or row or anything of the kind? A Yes, I had a feeling.

Q That is right-- to tell about it, Imean ?

A Well, one day there, when they laid down-- I don't know the cause of their laying down, but anyway the committee told me I would get my time just the same, the time I was off, about 4 or 5 hours. So after they started back to work, I called him on one side, "will I get it?" "Sure" he said, "or I will pay it out of my pocket." "Very well, I says." When I got my check I was 4 or 5 dollars short, so I asked him for the money, and he said "Well, If I give it to you I have to give it to everybody." "And you know I haven't that much money" So I pulled the button off.

Q When was that? A As near as I can come to it, about a year ago.

Q Who told you that? A A fellow named Ray, used to be committeeman.

Q Where is he now? A I haven't seen him for quite a while.

Q Isn't he working there? ANo sir.

Q Are there more or less union men there now than there were then?

A I guess more union men there now.

Q There is more now? A Yes.

Q Now, since that time, have you been taking any active part in the union, in the nagging of the union, or in opposing of the union? ANo sir, I have not.

Q Have you been trying to convince men they ought not to join the union? A No sir.

Q On the premises there? A No sir, I stays over ther and attends to my work. I don't interfere with those fellows on the job.

Q Have they been interfering with you? A One fellow asked me when I was going to join, and I said, that was my business about that.

Q When was that? A About Tuesday.

Q Last Tuesday? ANes sir.

Q Asked you when you were going to join? A Yes.

Q You said, that was your business? A Yes sir.

Q Was that all there was to it?

A Yes sir.

Q And is that all that has taken place between you and any union man there?

A I had a little trouble, I guess it has been about last Wednesday a week ago. I went out there to get a beer.

Q What? A I went to a saloon to get a beer.

Q Well, this was not on the premises? ANo sir. When I was coming in, back in the gate, just as I got right at the gate, 6 or 7 or 8 Polocks, grabbed a colored fellow out there, and carried him on the wagon, and said "you son-of-a-bitch, you will join the union," and made him go up, and one had him by this arm, and the other by this arm, and one fellow had him by the neck.

MR. JOHNSTONE: Q Who was the fellow.

A I don't know him. There were about 45 or 50 Polacks at the gate.

Q Did you see him? A I saw him.

Q Do you know where he is? A No.

THE ARBITRATOR: Q White or colored?

A A colored fellow.

Q Well, go on, finish your story? A And so they carried him up, and one grabbed me, and said "Where is your button?" I said, "I don't have a button." "I am inspector." So they pulled my coat back, and they let me on in, all of them cussing up there, about 45or 50.

MR. CUSTER: Q Is it a fact you had a coat on that day at noon? A Sure, I had. I wear it in and out all the time.

MR. KILKOWSKI: Q Where do you live?

A 3838 Prairie.

Q How long haveyou worked for Wilson and Company.

A Just a little over 2 years.

Q Were you born here? ANo.

Q Did you come from the south? A Yes.

Q How long are you here? A About 2 years and 8 months.

Q Where were you in the south before you came to Chicago? A Hueton, Texas.

Q Where did you work out there? A I was working for the Southern Pacific Shop there.

Q What were you doing ther e? ~~AI was~~ helping pattem makere.

Q What wages did you receive there?

A I was getting 20 /¢ a hour.

Q What induced you to come up here?

A I had relatives over here, and I came over on my own account.

Q How much do you receive here at Wilson's?

A About 45-1/2 ¢ an hour.

Q How much did you receive two years ago?

A About 25¢ an hour.

Q What is the percentage of your rates, working at Wilsons, about, about 1500 or 2,000?

THE ARBITRATOR: Well, that would not be the percentage? A Well, I don't know.

MR. KILKOWSKI: approximately.

A I don't know. I cannot answer a thing I don't know.

Q How many Polacks are working there? A I don't know.

Q You don't know that? A No.

Q Where did you get that word Polak?

A Polish.

Q I see. You are an intelligent man, aren't you. Don't you know expressions of that kind--

A Do I look very intelligent.

Q You look as intelligent as any of them. Don't you

know that expressions of that kind lead to a lot of misunderstandings, and possibly deaper than your idea at the present time? AI didn't know it.

Q You didn't know it? A No.

Q well, I hope you will improve from this proceeding, and not use those expressions in the future, because I happen to be a "Pollock" understand?

A Yes.

MR. JOHnsTONE: Q You don't like to hear people calling your people niggers? A No.

Q The same feeling applies to the Polish?

MR. KILKOWSKI: Our race was oppressed for years, the same as yours.

THE ARBITRATOR: Now, what would you want him to say?

MR. KILKOWSKI: I don't want him to use that expression.

THE ARBITRATOR: Suppose you don't use the term Polak, how would you term them?

A I wouldn't know what else to say.

THE ARBITRATOR: That is one trouble. While it is a term of reproach, a lot of people who talk about a colored man as a nigger, don't mean anything by it. They really don't mean anything by it, because while it is a term of reproach to people who understand it, and

a lot of people use it indiscriminately to describe colored people.

MR. CONDON: No man will use that word without meaning an insult to the race.

THE ARBITRATOR: Oh, I don't know about that.

MR. KILKOWSKI: And Ifeel the same way as a Pole, when they use that expression.

THE ARBITRATOR: Now, suppose he would say Pole. I suppose strictly speaking, we would all like to be referred to am American citizens, but that term would be too inclusive, because it would not describe the particular persons we want to describe. Now, I don't think this man in the use of the term indended to insult anybody, because as a matter of fact, I presume, there are Poles who are members of the union, and some are not?

MR. KILKOWSKI: The poles are all members of the union now.

THE ARBITRATOR: Well, they may be and may not be.

MR. KILKOWSKI: They are though.

THE ARBITRATOR: So is the term "scab" very offensive to some people?

MR. KILKOWSKI: Not from a trades-union standpoint.

THE ARBITRATOR: To the person towhom it is employed.

MR. MEYER: In his question, Mr. Kilkowski used that expression.

MR. JOHNSTONE: Q You got 25 ¢ an hour two years ago. Today you have got an 8 hour day, but 2 years ago there wasn't such a thing as an 8 hour day. You just worked, that is all. Now, you get 45-1/2 ¢, and you get time an a half over 8 hours?

A I know that.

Q And you get double time for Sundays and Holidays. The boss cannot fire you unless for cause, you are entitled to jobs according to senority, have you any idea who was responsible for that condition?

A No, I don't know.

Q You don't know it was the Union? A No.

Q You don't think for a minute that Judge Alschuler of his own accord came down and sat in Chicago to weigh these things out and wrestle with questions--

A I don't know these things. I am over there working, you see.

Q Did you ever read a book called "Over the Top in the Yard?" A No sir, I never read it.

Q The day the gang stopped because Wilson & Co. did not give them sufficient heat, the day when you quit

the union--

MR CONDON: That statement is denied.

THE ARBITRATOR: Well, the statement is not evidence. He is asking a question. It is like these other questions. There are lots of things of which there is no evidence.

MR. JOHNSTONE: Q Why did the gangs stop?

A Because the men would not join the union.

Q I don't mean this last time?

A I am talking of the time when I got out of it. It was not because of no heat or nothing else.

Q Why did you expect that the union should pay?

A That was the agreement between him and I.

Q Is that the depth of your unionism?

A That is what he told me "I will make good."

Q How much back pay did you get the first arbitration?

MR. CONDON: Oh, I object to all that. The judge has all ready computed that.

THE ARBITRATOR: Well, if he worked there, he got some.

MR. JOHNSTONE: He got about a thousand times more out of the union than he ever put into it.

MR. CONDON: I object to that statement.

MR. JOHNSTONE: Are you going to join the union?

A Well, that is up to me to decide?

THE ARBITRATOR: I don'tthink that question ought to be asked in here, whether you are willing to join the union or not. This is not a propanganda annex.

MR. JOHNSTONE: ?Q Do you know a man named Curtis Smith?

A No I don't know him.

Q Did you ever carry a gun? A No, I never carried a gun.

Q Have you got a gun at home?

A No I have not got a gun at home.

Q Have you had a gun? A Sure I have had a gun alright enough.

Q Where did you keep it?

A Home. Not here in Chicago, though.

THE ARBITRATOR: Did you say "not here in Chicago?"

A Yes sir.

MR. CUSTER: Q Where was you at when you throwed that brick at that union man that day?

A I never throwed any brick.

Q When the Polish men were after these colored men, where were you? A I was coming in at the gate.

Q Why did you say you got "sore" and commencing

to fuss about it?

A That is enough for a man to get sore, beating men up like that.

Q Didn't you take up a brick and throw it at these fellows for that? A No, I never threw no brick.

Q Is it not a fact that this fellow who was beat up by these Polish is in the union today?

A I don't know.

Q It is a cinch if he was beat up he would carry the bruises? A That wouldn't make him join.

Q Did you tell Curtis Smith, that whether that shop was closed or not, you would not join, either way it went? ANo.

Q You did not tell him that any of these other sons-of-bitches that followed you, you would blow their heads off with this, patting your gun? ANo, what do you mean by "this".

Q Well, your revolver? A No, I never had one up there.

Q Did you ever say you would join the union when Wilson and Mr. Frazee did? AI should say not.

--o--

A.L. C. R E E D

testified as follows:

THE ARBITRATOR: Q What is your name? A A.L.C.Reed.

Q How old are you? A 21.

Q How long have you worked in your present job?

A About a year and 9 months, I suppose.

Q What is the job? A Sawing briskets.

Q That is a pretty good job, isn't it?

A Yes, it is a pretty good job.

Q Are you a married man? ANo sir.

Q I take it from what these fellows said that you are not a member of the union now? A No sir, I am not.

Q Were you at one time?

A Yes, at one time, I was.

Q How long have you been out of it?

A I have been out of it since last August?

Q Out of it since last August? A Yes.

Q Now, did any of your bosses ask you to go out of it?

A Any of my bosses?

Q Yes? A No, none of them asked me.

Q Any of them on the floor there solicit you to leave the union? A No, not one.

Q Anybody urge you to leave the union? A No sir.

Q Well, I am not so much interested in the question

whether you are in or out of the union, as to whether your being out of the union or being in it makes any disturbance there? Were you on the floor the day of this walk-out last week?

A Yes, I was on the floor the day of the walk out.

Q What happened there, tell us?

A I don't know what happened? At the time I was in the lavatory. When I walked out the gang had struck. I was saving briskets.

Q Had you heard anything that led up to that?

A No, I had not heard anything.

Q Had you heard any threats? A No, sir, I did not.

Q Had you seen any signs on boards, any notices?

A Oh, I seen that sign on the board, but I really didn't pay it any attention. I seen it in the afternoon when we came back upstairs to lunch, I seen that sign up there, and they were crowded around. I was a little late coming upstairs to get my saw and go to work.

Q You heard it said what it was about though, didn't you? A No, I never did ask what it was about. I didn't hear no one say.

Q Did it make some little excitement?

A Yes, everybody ran over there.

Q Of course, you don't know who put it up?

A No sir I don't.

Q Well, have there been such signs there often in the last year or so. I mean those signs that caused excitement?

A I seen a sign up there just before we got this last bonus, this last raise, but I don't remember what was on it.

Q Something about union button? Or was it something about profanity? AIt was something about those buttons.

Q Are things on that floor always like a well regulated Sunday-school, or is there sometimes a row between the union and the non union men, pretty harsh language use? Tell us something about that?

A No, I have not heard any harsh language used.

Q Do the union men use any harsh language to the non union men? A They havenot used any to me, and I have not used any to them. What they do with the other fellows I don't know nothing about it. I haven't seen.

Q You are working where, if there was anything of that kind going on, you would be likely to hear it or see it, wouldn't you? A Not exactly, because it is a large place, and I don't be in one place all the time.

Q But there are fellows around you all the time, and you are around other fellows all the time?

A Oh, sure. Well, I haven't heard nothing.

Q Have you said anything on the subject?

A No.

Q Tried to keep fellows from joining the union; telling them "to hell with the union" or words like that?

A No sir, I have not.

Q Have fellows been after you, calling you names, or things like that for not going into the union, on those premises? ANo sir, there haven't any of them called me no names. One day last week, the doctor, he came up there and I was splitting crotches at the time, and the boss he came up to me and said -- you see I have to pull the guts from out of the cattle, and they roll out on the floor, and he goes to the boss about that, and the boss came to me and told me, and I told him that I would do the best I could to keep them from rolling on the floor, and the doctor came to me again and went back to him, and he went to this steward here,"Whity" and told Whity, if I didn't do better than I was that he would fire me, and Whity told him I was not a member of the union and he didn't care whether he fired me or not.

Q So that was all there was to it? A Yes.

MR. CUSTER: What did I tell him?

THE ARBITRATOR: Nothing very serious, Whity. He merely

says, you said, you did not care whether he fired him or not, because he was not a member of the union. I think that pshaps is so.

Q Well, is that as much as Whity has said or done against you? A Yes.

Q Or the rest of the fellows? A Yes.

Q Didn't you say something about the Union?

A No sir, I haven't.

MR. JOHNSTONE: We are not accusing this fellow?

THE ARBITRATOR: I didn't know but what I might dig up something.

MR. JOHNSTONE: You heard Jean's evidence?

A Yes.

THE ARBITRATOR: Q Do you own such a thing as a gun?

A No sir, I do not.

Q Did you ever carry a gun? A No sir.

Q Did you ever carry one? A No sir, I have not.

Q Did you ever see anyone carry a gun up on the floor there? A No sir.

Q Or any kind of weapon outside of a pocket knife, of the one they were woking with? A No sir. The only gun I seen is the one that the other lad told about.

Q Did you ever hear anybody talk about using a gun there? A No sir.

A Did you ever hear anybody threaten another to u use a gun there? A No sir.

Q Did you ever hear any fellow threaten another fellow to "get him"? A No sir, I have not.

Q Or to do something to him when his back was turned or anything of that kind? ANo sir.

Q Has it all been peace and harmony between the union and non union men as far as you know?

A Yes sir, as far as I know it have.

Q On the floor there? A Yes.

MR. JOHNSTON:E You work along side of Ghee don't you? A Yes.

Q You and he are friends? A No friends, we work together.

Q There is no quarrel between you? A No quarrell between me and noone else.

Q You found Ghee to be an honest, truthful fellow?

A Honest?

Q Yes, a regular fellow? A No, I don't know whether he is truthful or not. I heard him sit up here the other morning and lie. That is the only lie I have ever known him to tell.

Q He said that you told him that this other man Wells was carrying a gun? A Well, I heard him tell a lie.

Thatis the only lie he told as far as I know.

Q Wells is a friend of yours, isn't he?

A No, he ain't a friend of mine. We work together. Not together exactly, but work near.

Q You don't go around with him nights?

A No, I don't know where he lives?

Q Don't you go to his home? A No, he lives over east somewhere. Sometimes I might go as far as State Street on the car.

Q You used to belong to the union?

A Yes, at one time.

Q How long is it since you quit? A Since August.

Q August of last year? A Yes.

Q Did you have some quarrel or anything?

A No, I haven't had any quarrel.

Q Did you find anything wrong with the union?

A Find anything wrong with it?

Q Yes? ANo, I just quit. I didn't find anything wrong with it.

Q MR. KILKOWSKI: Do you belong to the Wilson club?

A No.

Q Never did, I suppose? A No.

MR. JOHNSTONE: Did you find the Union was good, or did you join it without knowing what it was?

A I didn't know what it was.

MR. BEDFORD: Do you remember meeting me at the gate one day. Did I speak to you at the gate? A Yes.

Q Who were with you that day? A Johnny.

Q You were going with him then, weren't you?

A No. I live 4732 Wabash, and I don't know where that lad lives.

Q If you were not together then, why, when I called you did you and he come back together?

A No, he wasn't particularly, with me, Him and me was going along together, Him and me got our checks cashed at the same time.

THE ARBITRATOR: Is there any other here we can get through with?

MR. MEYER: We have produced everybody.

THE ARBITRATOR: We will take a recess until two o'clock.

Recess until two P.M.

--o--

June 23,1919. 2 P.M.

--o--

C. W. SMITH

testified as follows:

DIRECT EXAMINATION BY
Mr. Johnstone:

Q What is your name? A C.M. Smith.

QWho do you work for? A ForWilson.

Q Just tell the judge the conversation you had with Joe in regard to the stoning of that wagon; what Joe said. Just tell the judge?

A Well he only told me this. After we came up from the outside- I ought to have been outside to see the row. And I asked him what it was, and he said, throwing bricks and I asked him then, what was it for, and he said the union people were mistreating the non union, that I am not going to have anything else to do with it, and if they should have anything to do with me, "What it takes to keep them from it, I happen to have it".

THE ARBITRATOR: Q Did he tell you what that was?

A No sir, he didn't say what that was.

Q Did you understand from what he said what it was?

A No more than that. I just heard what he said.

Q Are you a member of the union?

A Yes sir, I am a member of the union.

Q Are you and Joe friendly? A Yes sir.

Q Friendly now? A Yes sir.

Q Ever have a scrap about the union or non union?

A No sir.

Q Were you on the floor this day that the men went out?

A Yes sir, I was there.

Q Did you got out with the rest of them?

A Well Judge with your authority may I ask you about this going out. I don't understand that.

Q Stopping work? A Yes, I was there when they stopped.

Q Who stopped? A The union men stopped.

Q Did you stop? A Yes sir.

Q Why did you stop? A I stopped because the rest of them did.

Q Why did the rest of them stop?

A They stopped because the non union men wouldn't joint the union? A

Q On what floor was that? A That is on the beef floor. I think it is the floor in the building,-- the killing floor.

Q They went back to work again? A Yes sir, they went back to work.

Q But the non union men have not yet joined the union

have they? A No sir, not as I know of.

Q Now, they may never join the union? A Sure.

Q Do you imagine they are going to stop again for that reason, I mean while this agreement is in force?

A No sir, I have not heard anything of it.

Q Who told you to stop? A They all stopped before they got to me. I am on the tail end.

Q The tail end of what, of the critter? A Yes sir.

Q Didn't the head and tails stop at the same time?

A Well, I don't know sir judge, how about the tail-- no sir, I think the head kind of stopped.

Q What do you call the head end?

A Well, that is on Number one, and I am on 16. You have to go from 1 down to 16.

Q And they just fell down like a row of bricks?

A And when they got down to 16 then I stopped.

Q How many men were there on the floor?

A Sir.

Q How many men on that floor about?

A Well, it seems to me, it must be about--

Q More than 16, is it not?

A Oh, Lord, yes sir, there are more than 16.

Q There were a number of men at each one of these places, that you would call from 1 to 16? A Yes.

MR. KILKOWSKI: About 200 men would you say?

A Probably, I don't know.

Q What day was this you stopped? A It was on a Thursday, the day of the week, but I don't remember the day of the month.

Q Now, what day was it that you had that conversation with Joe?

A I don't know what day of the week it was. But it was the same day they had the walk out in the Sausage. I don't remember. I pay so little attention.

Q But the same day as the walk out?

A It appears to me it was the week before then, is my best thoughts. I think it was.

Q Did he say anything about throwing bricks, himself?

A Sir?

Q Did he say anything about he himself having thrown any bricks?

A Yes, that is why he told me. He told me I ought to have been outside to see the row.

Q No, but throwing bricks. Was there anything said about throwing bricks.

A No, he didn't say whether he threw them.

Q Did he say anybody threw bricks?

A Yes, that is what he told me.

Q What did he say? A He said the union people was

grabbing a non union man and trying to drag him into the union, and he said "you ought to have been there to have seen the bricks" but who was throwing the bricks, he didn't say.

Q Did he says anything about himself throwing bricks?

A No sir.

Q Whether it was union or non union or both?

A They were both.

Q Throwing bricks? A I don't know about throwing bricks. I thought you meant where Joe was and I. I don't know who threw the bricks, Judge.

Q Well, now, have you been abusing anybody on the floor there because he didn't belong to the union? A No sir.

Q Now, how long have you belonged to the Union?

A Since last December, I think it was.

Q Has anybody been abusing you because you belonged to the union? ANo sir.

Q Have you heard anybody using bad names, either for or against the union, on the floor, the last week or two or 3? A Well, as near as I can tell the truth, I don't believe I have.

Q Well, of course I want you to tell everything as near as you can to the truth. You can tell the truth as near as anybody, can't you?

AYes, but I don't think I have.

Q Sure about that? A Yes sir. I don't think I have heard any ody abuse the union.

QNow, you know it is against the agreement, don't you-- the worker's agreement at present, the agreement with the United States, to have any strikes or lock-outs or quitting of work altogether?

ANo sir, I never have been able to see any of the agreements.

Q Well, have not you understood generally, that you have not the right to quit in a body, doing what is commonly called striking or walking out, or something of that kind? A No sir, there is nobody ever particularly instructed me about walking out.

Q Well, that is the understanding. I don't know how much you kn w. That is what we have been working under for the last year or more. That is why I happen to be the cause. They put me up as the fellow who gets all the kicks? A Yes sir.

Q If you have a kicks coming, if things are not going right, if you have been abused in any way, if you take it up with the foreman, and floor committee and finally get it to the superintendent, if they don't

give you the redress, you think you ought to have, I am the fellow to come to, but in the meantime there ought not to be any strikes, ought not to be any walk outs. Don't you think the men generally understand that? A Yes sir, that is what I say.

MR. CONDON: What was it you said.

THE ARBITRATOR: I asked him if he did not think the men generally understood that?

A Yes sir, I think they understand that.

Q There is also an understanding there that there shall not be any union work or non union work, I mean work to strengthen the union or work to weaken the union, any soliciting of that kind of the premises. You understand that don't you? A Yes sir, I understand that.

Q And that union men and non union men are not to be discriminated against for that reason?

A Yes sir.

Q You understand that is the general agreement under which they are working, although you never have seen it?

A No sir, I have never seen it.

Q Did anybody tell anybody else to quit his work at that time? A No sir, when the quitting took place, it was over when it got to me.

Q That is, they had quit? A Sir.

Q Did you know they were going to quit?

A No sir, I did not know they were going to quit.

Q How many times did they quit there that week?

A That week?

Q I mean in this way; I don't mean quitting when they are through at night?

A I don't know sir, judge. That is the only day that week.

Q You mean in your shop; was it the only day that week or was it twice that week. Well, if you don't recall?

A Once.

Q How did you happen to go back to work again?

A Sir.

Q How did it happen that you went back to work again?

A Well, after the officials came, we decided to go upstairs, I believe in the office to talk matters over, and then the committees told us to go back to work.

Q Are you willing to obey the committee? A Yes sir.

Q You understand that some one has got to make these agreements and contracts for the rest of them. Each man cannot make his own contracts. You understand that? If you are going to have collective bargaining as they call it, some one has got to do the bargaining, and the way they do it now I understand is through these committees.

If they cannot reach an agreement on the subject, then it is up to the administrator to settle it?

A Yes sir.

Q Are you looking for any more strikes there now, any more walk outs? A No sir.

Q I want you to explain it to the boys, that all we want to do, and all I am trying to do, is trying to have both sides keep the agreement; trying to help you help each other. If some one of them gets off, try and help him back again. That is all. So the thing will be carried out honestly and fairly on both sides?

A Well, that is what I like.

THE ARBITRATOR: That is what I would like-- especially this hot weather.

MR. HOHNSTONE: Q When Joe was talking to you about throwing them bricks, did you take it for granted that because they were throwing brick he was tickled to death?

A Well, he did laugh alright, but I never paid very much attention to whether he enjoyed it or not.

Q You didn't see him throwing bricks? A No sir, I did not seen any thrown at all. I was out there, but there was so many people between me and the disturbance. I was not close enough to tell who threw the brick.

Q When he said that he had something to keep the men away, did you figure it was some sort of a weapon that he had? A I don't know. I didn't pay very much attention. I just know what he said, and -- I don't know, I never gave it very much thought about what he had or didn't have.

MR. BRENER: Q Tell the judge what he says?

A When Joe came up on the floor, I don't know whether he brought me over ther , or I brought him, but we both were at this water concern. He was pouring out some soap, and he made a remark about the trouble on the outside, between the union and the non union people, and said to me that I ought to get out there. I told him I was out there but I didn't see any of it, to see the brick thrown. But he didn't say whether he threw the brick or not. He said, "I ain't going to join the union and I ain't going to monkey with anybody, and if any body happens to monkey with me, what it takes to do"-- something or other-- to keep them from him why he happened to have it. " Something like that.

MR. JOHNSTONE: Q Did you have any conversation with anybody else in the plant regarding this man carrying a gun. A No sir, I have not. I have not been talking to

any one at all about whether they had a gun or not.

Q Do you know a man by the name of ,Kennedy?

A No sir, I don't know any one of that name. I might know him by face but not by name. I know lots of people up there, but I on't know their names.

MR. BEDFORD' Smith, you see me yesterday, did you not?

A No, I did not see you yesterda .

Q On a street car?

A Sure, I didn't see you yesterday on the street car.

Q You did. You spoke to me in regard to what was happeniug down here, did you not?

A I didn't see you yesterday, Robert.

Q Or, I mean Saturday rather. Seen me Saturday?

A Yes, I seen you Saturday.

Q And you spoke to me in regard to what was going on down here?

A I don't understand.

Q And you asked me what John was do ing down here, did you not? A Yes.

Q And I told you they had him down here about carrying guns on the floor, did I not? A That is what you said.

Q And you asked me who they said was carrying guns?

A Humph?

Q And you told me you didn't know as yet? Didn't know as yet? A Hump?

Q And yo u told me did you not, the only man you knew was carrying a gun on the floor was Joe?

A No sir, I didn't tell you that.

Q What did you tell?

A After we talked on awhile the conversation came on about Joe, and I said, that Joe ought to be particular himself, because he made the remark to me about the Union people, what it would take to take care of them, he ahppened to have it.

Q He would use this on them?

A He would happen to have it. He might have had something and he might not, but that is what he said.

Q You understood it was a weapon, a gun in fact?

A Well, anybody would think something or the other like that.

Q From the remark he made, you thought it was a gun, didn't you?

A I didn't pay very much attention to him.

Q I say from the remarks he made, you thought it was agun?

A Well, Bob, to tell the truth, I never gave it any

thought until it came up again. I don't know what I thought at the time, whether he had a gun or was going to get a gun.

Q Did he not say in substance that whether the shop was closed or was not closed, he was not going to join the union and if any son-of-a-bitch, of a union man bothered him, he was going to use that on him.

A He said, what it would take to keep them off of him he happened to have.

Q And you took that remark to be a weapon of some kind?

A It could have been. I don't know. I paid such little attention to it that I don't know.

Q You paid enough attention to hear that?

A Yes, I heard that alright, enough. I didn't see anything, but I paid attention to him saying what he did.

MR. CONDON: Q You read and write do you Mr. Smith?

A A little bit, yes.

Q Did you ever see this paper the other day. Did you see this paper on the bulletin board? A I might have.

Q Did you see the other day, when there was a paper up on the bulletin board, a crowd of men standing around and reading it after they came in from lunch?

A Yes sir, there is continually some kind of a paper on the board. I don't know what it was.

Q Did you go up and read the paper yourself?

A No sir, I didn't read that paper.

Q Did you hear anything about a nitice being posted up on the board that men had to join the union before Thursday? AYes, I heard that before.

Q When did you hear that before?

A Oh, so e time about Tuesday or Wednesday. Sometime during that week.

Q Who did you hear it from?

A From different people.

Q What did they say? A They said they wanted to try and get everybody in the union by Thursday. Supposedly everybody could join because Wednesday was a pay day.

Q If they did not join what was going to take place?

A They were going to see the superintendent about the matter.

Q Then what was going to take place if they did not join? A I don't know.

Q When you quit working that morning, on Thursday morning, did you connect the fact that the work should quit with the statement that had been made that everybody should join the union by Thursday?

A Why no sir, not exactly. This is the way I understodd that, after they stopped up there, then I understood they

stopped for an answer of satisfaction from the superintendent as to whether it was right for those scabs to join the union or not.

Q And that was all you did hear? A Yes sir.

Q Have you ever talked to any of these non union men up there about joining the union yourself? A No, sir

Q Either inside or outside? A No.

Q Are you active in the union? A I am.

Q Do you hold any office?

A No sir, just a member.

MR. MEYER: Were Bedford and Custer up there that day when they quit? A Sir?

Q Were Bedford and Custer up there that day when they all quit? A Yes sir.

Q Did they quit too?

A Sir?

Q Did they quit too? A Yes sir, we all stopped.

Q Did you have any talk with them about quitting?

A No sir.

Q Did they tell anything to the men about quitting?

A No sir. I don't know what they said then, but I saw them talking to the superintendent the day before they stopped.

Q That is all you heard them say?

A I don't know. I understood that from one of the parties, they were asking the superintendent about the situation.

Q After they quit did they say anything to the men?

A When I heard the conversation, again, after the quitting, Mr. Lane, or Heavy -- I don't know his name-- Mr. Lane was up there, and he had the floor himself. I did not hear anything in particular from the committee.

Q You were No. 16 when you quit. Did No.17 quit then and so down the line?

A 16 is the last one.

Q Everybody in the place had quit before you did. Were you the last man to quit? AI was the last man in the line. There might have been some of the rest of them working somewhere.

MR. CUSTER: Q Did you hear anything about Wilson's Club that they were trying to organize among the colored boys? A Yes, I heard something about that.

Q Isn't it a fact they came from the Y.M.C.A. signing men up there, brought there by the superintendent's assistant to sign these men, taking these men down for this wilson Club? A Sometime last spring, I don't remember what date, and so on like that, but there was a colored man and a white man up therelooking after that.

Q Looking ormen to join this Wilson Club?

A Yes, the Wilson Y.M.C.A. they call it.

Q Yes? A Yes.

Q Well, who was that supposed to be supportedby. Was it not supposed to be supported by Wilson and Co?

A The best answer I can give, I saw no letters leading in that direction, but I have been told by some of the members of the Social Club that it was.

Q In this Wilson Club was not they supposed to find out what is a Union man, and find out anything that he is doing home, that they would report this, and get his job, in order to get the union man's job? Isn't that the aim of this Wilson Club?

A Frankly I never did get that deep into it.

Q Did I not one day see you passing literature out among the men? Didn't you bring some bills out and be passing them to the men concerning this Wilson Club?

A No sir, never no bill except the union bill that ever I gave any one. Probably I would go to the house one night and come back with a couple of cards in my hand and show them to some of these fellows?

Q That is this Wilson Club that you brought some of these cards back from?

A No, I never was at the Wilson Club. I never did go to the Wilson Club.

MR. CONDON: They were union cards from the union meeting that you had been to.

A Sir.

Q You say you never did go to the Wilson Y.M.C.A.

ANo sir, I never was there.

Q We , where would you get these cards? A I would get them at the hall.

Q What hall? A The union hall.

Q That was cards to ask people to join the union?

A No, that was cards we gave to one another. I never gave a non union man a card. Never asked one about the union.

Q It was just a card you would give to another union man? A To another union man.

Q It was something about the union was it?

A Yes, some kind of little old card.

Q some notice of some kind about a meeting of something?

A It was when the different meetings would come off, yes.

MR. BEDFORD: Q But you always gave them to union men, never to non union men?

A I always gave them to non union men.

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WALTER GORNIAK

testified as follows:

THE ARBITRATOR: Q What is your name? A Walter Gorniak.

Q Who do you work for? A The Hammond Co.

Q How long have you worked for them? A Altogether 9 years. I worked four years and was out a year and came back and worked 5.

Q On the killing floor? A Yes, the beef killing.

Q Are you a member of the floor com ittee? A Yes sir.

Q What about that quitting that day last week. Tell us? A I have got a different story, judge your honor from the other fellow altogether. We never had no trouble.

Q Were you here Friday or Saturday?

A No sir, this is the first time I ever got up here.

Q You may not have got their stories right?

A We never have had no trouble in Hammond as long as we have been working there, and I don't believe in having trouble. Last Tuesday we were starting to work at 12 o'clock. The gang from the hog gang, loading gang and all over was going out as we were coming in.

Q That is the cattle?

A Cattle gang, coming ready to go to work. They were

all asking me whether I was going to stick. The cattle was knocked and hanging on the rail.

Q There were 34 knocked? A 34 knocked.

Q How many cattle? A 14-- 42 I think, about 42 or 50. The boys came over to me and wanted to go on strike. I said "you can't go out on strike. I didn't get no orders from no officials of the union." And furthermore I says; "Wormle, don't want no strike. We will start working, and if you fellows want to find out if I am right, we will go over and find out what the officials have got to say." So we worked all that day, and we went over to the Hall. Brother Hohnstone was there and a couple of more, and I brought all the men in there, and Brother Johnstone told us we cannot strike, we are not allowed to strike. So the men was kind of half satisfied, and half not satisfied. See? They came back the next day and we got a couple of Barneys, the fellows that carry knives and guns going home.

Q What do you mean by that?

A A man that will carry a knife and gun, working along side of me. I am afraid to work with him. That was this man sitting right there, and a colored splitter came over to me, and I says: "Where is your button"? He says

QI ain't got none on, but I have it in my pocket" He says; "You a e a fool." "I wouldnld put it on the end of my prick." He says; "Are we going to stand for this thing going on?" "I cannot take the gang out," I said "We didn't get no orders from no body", and every once in a while the men is coming over and wants me to go out, and I won't take no gang out, becnuse the officials never told me to take out no gang"I says.

Q Go ahead?

A Well, there is a man over there. We got some fellow over there that was criticising the union all the time. They go around and take buttons off the fellows, throw them on the floor, and trample all over them, and the men ain't satisfied with that. They come over and tell me that.

Q What do you do about it?

A Well, I can't take no gang out on strike.

Q No, but there is lots of things you can do without.

A I can't go and talk to them.

Q You can't complain? A You know what you will get if you complain.

Q What will you get? Have you ever tried it?

A Sure?

Q Who did you complain to? A Complained to the union and all around.

Q I mean to the boss? A No, it is no use. I am telling you it is no use. I am going to get it anyway.

Q Get what? A Liable to get canned. Fired is what I mean.

Q No, you won't get canned unless you don't behave yourself. I guess you behave? A I behave alright.

Q A fellow who would say that on the floor there, of course he is not behaving himself, according to the contract. And if a man heard him say that and don't complain and it don't bother him enough at the time to complain, well, may be it don't hurt him very much anyway.

A That is why it is judge, we let them run. They are too far over that far. We never did complain.

Q Well, of course you know that don't authorize you to talk out and quit your jobs. You never tried yet to see whether it would do any good yet or not. We have had cases where the men have acted that way, and women have acted that way, and we have ordered they fired? A Absolutely judge, but you could not do it up there.

Q How many union men are there up there in your shop?

A I don't know. There ain't enough.

Q In your shop? A Right in my killing floor?

MR. COWDOW: There is no strike in his department

THE ARBITRATOR: Oh I thought his men walked out.

MR. MEYER: I don't know what they brought him down for.

THE ARBITRATOR: Well, I want to say then, right now, you did right in not striking, but of course you have not any right on the floor to solicit men to join the union, and the non union men haven't any right to oppose the union on the floor.

A I never solicit on the floor.

Q I am not speaking about your conduct. You are on the committee, and I am telling you for the benefit of the whole shop, you have acted right. But, if there is anything of that kind going on, and men saying what you said one of these men said, there, without any-- if there is no cause for it, you should complain. Words lead to more serious things you know. Unless, indeed the language is so common there that everybody uses it, that it is understood that it doesn't mean much anyway, some people are pretty rough in their language sometimes. Weld, that is their business, other people don't have to go there and hear it if they don't want to, if the people themselves are satisifed with it, but if men are doing these things, and doing it to aggrevate on one side or the other, if there is any proof of it, make your coiplaint. The men doing

those things ought to be fired. You as a committeeman ought to see to it that the thing is tried out. If the bosses won't give you satisfaction, I will try and do it. May be I cannot do it, but I will do the best I can. I have not had any chance yet. Your gang did all right enough in not quitting. Well, what else is it he is here for, anything else?

MR. JOHNSTONE: Q How many splitters are there as a rule in a gang? A four.

Q How many have they up on your floor?

A About 7 or 8; about 7 I guess.

Q Do they pay them regular splitter's rates?

A I don't know about that; they have about 7 splitters up there I know.

Q How many rumpers have they got? A About 3.

Q These men are not doing that kind of work?

A Well, there is two supposed to rump; 4 at the split; there is about 8 or 9 flooremen up there, and there is only supposed to be 6. There is more than 6. There is about 10 on every floor.

Q What opinions have you formed of why they have so many of these workers up there?

A If these boys go out they will have enough of them.

Q They are all non union men? A Sure.

THE ARBITRATOR: The floormen are all non union?

A No, there is 4 union men, and the rest ain't.

Q How many of them altogether? A About 10 altogether now.

MR. JOHNSTONE: Q Did you overse any men with knives on the working floor? A Yes. The others right along side of me. When they put on their over-alls they put knives on from their coats in the dressing room.

ARBITRATOR: Q Has that happened ever once in awhile, men taking knives home? A Yes, but they were just getting ready for a fight, I suppose.

Q A fight at home? A No, I suppose a fight out on the street.

MR. JOHNSTONE: Q You have seen city policemen in or near the Hammond plant ordering the men to work: Have you been around there and seen the city police doing that?

A I would go past there and see city policemen but I never thought what they were doing.

Q The men are kicking about working under police protection? A That is what they are kicking about.

Qx You think unless that is done away with there is liableto be trouble?

THE ARBITATOR: That is a new proposition?

MR. JOHNSTONE: Your honor, there are as many city policemen around the yards as they are crooks and burglars in the city?

THE ARBITRATOR: I nver counted either.

MR. JOHNSTONE: They are as thick as flies over there?

MR. CONDON: Q Do you want to be understood as saying that inside the Hammond plant there are any city police?

MR. JOHNSTONE: Inside the Yard?

MR. CONDON: You are now talking about men working under city police protection. Are there any men working in Hammond under city police protection?

MR. JOHNSTONE: Yes.

MR. CONDON: Ask him if he knows of any?

A Not on the floor; at the gate.

Q How many? A 2 or 3.

MR. MEYER: Perhaps the city police have seen some of these brick bats, you have been talking about?

MR. JPHNSTONE: I know when they get through they always go into the Hammond office. I don't know what they get there.

THE ARBITRATOR: Let us not have so much debate.

MR. MEYER: Well, this is the first I knew the strike

was caused account the city police?

MR. JOHNSTONE: No, but there probably will be one unless the city police are taken off.

MR. MEYER: Alright, if you are threatening.

THE WITNESS: A That is why I am afraid. Them people are always kicking with me. They picked me out as a committee over there.

THE ARBITRATOR: What do they kick about?

A That they cannot get along with these fellows?

Q Why, becaus they are non union men?

A There is always some misunderstanding in between them there.

Q Isn't there some misunderstanding among the union men themselves sometimes?

A No, but these fellows there is making fun, and stuff like that; criticising, and then they come over and tell me.

Q Have you seen them do that? A Why yes.

QOn the floor there?

A Yes. In the dressing room, and the floor.

THE ARBITRATOR: I cannot try those cases until they come to me.

MR. MEYER: I would like to have you give me the name of one of those fellows:

A What fellows?

Q All of those fellows you have been accusing?

A Jim Coughlin.

Q Where does he work? A Hammond.
Q On what floor? A The beef killing.

Q When did he say anything to you?

A No sir.

Q To whom did he say it?

A He said it to the fellows while I was there?

Q Did you hear him say it? AYes.

Q When? A Well, regular.

Q That means every day?

ANo, not just every day.

Q What do you mean by regularly?

A When dinner time comes or something like that, when you get through.

Q Every other day or every week?

A About 5 or 6 times.

Q What did you hear him say? A That the union was no good and they were all foolish to join the union.

Q How did he come to say that?

A he just spoke to the colored fellows that did not belong to the union, the colored fellows that did not belong to the union.

A He is doing it today and every day.

Q Where does he work? ARight down in the Hammond plant

Q In the same place you do? A Yes.

Q Same floor? A Yes.

Q Is he a union man? A No sir.

Q Was he ever a union man? A I don't know whether he was or not.

Q You don't know? A No.

Q Do you know if he ever worked for Wilson and Co?

A No, I never worked with the sanb efore.

Q Did you tell him he ought not to be using that language? A No. He is one fellow that carries a gun and knife. I ain't going to mix up with him.

Q Did you ever see him carry a gun? A Yes.

Q When? A Right over, about right from here to there, he is carrying a gun and knife.

Q Did you ever see his gun? A I never saw it open, but I saw it in his pocket.

Q Did you go for it?

A No, I wouldn't. No use in my doing that. I wouldn't go near to it.

Q How do you know he carries a gun?

A I saw the handle of it in his hip pocket.

Q When did you see that last?

A About a week ago.

Q Where did you see it?

A Seen it in the dressing room.
Q Do you dress there every day when he does?

A Yes sir.

Q Is that the only time you saw it?

A That is the only time I saw the gun, yes.

Q Do you know why he was carrying it?

A I don't, no.

Q They were having a pretty much of a hot argument around there, weren't they? A I never had any.

Q No, not you, all the men around? A Oh yes.

Q What did he do when he came out on the floor? did he leave his gun in the dressing room?

A He dresses in the same run I do.

Q Alright; now you leave your clothes in there do you?

A The old clothes.

Q And then you put on your working clothes?

A And put on these on and go home.

Q Now, when you leave these clothes in the morning, you leave everything you have got in them in there, don't you? A Yes.

Q Do you think he left his gun in his clothes in the working room? A I could not say.

Q Did you ever see it on the floor?

A No, not on the floor.

MR. CONDON: Q Do you keep your clothes in a locker?

A Yes sir.

Q Are they locked? A Yes sir.

Q Does each man have a key? A Every man has his own locker.

Q The time that you claim you saw the gun about, was when he was dressing in his street clothes to go home?

A Yes.

Q Did you say anything to anybody about that? A No.

Q Is this the first time you ever mentioned it to anybody? A The first time I ever mentioned it.

Q Did you hear any of the other men talking about it?

A No.

Q Were you afraid of it? A I certainly am afraid of a gun.

Q Were you afraid of this man from what you saw?

A Why certainly, I wouldn't have nothing to do with a man that carries a gun?

Q Were you afraid to stay there and work?

A No, we were going home I tell you.

Q Are you afraid of that fact now?

A I am afraid to do anything with him.

Q You are not afraid of him if you let him alone, are

you? A I never did bother him

QI am asking you if you are afraid of him if you let him alone?

A I can't understand that.

Q You are not afraid of him, are you if you let him alone?

AI always did let him alone.

Q Then you are not afraid of him?

A I don't associate with him. Why should I be afraid of him.

Q You have answered it I guess by that. Did you ever report that to Mr. Johnstone.

A I told you I never did.

Q The first time you ever mentioned it was right he re?

A Yes sir.

Q And you never heard anybody mention it before?

A No sir.

Q Then it is no common gossip around the floor?

A No sir.

Q MR. BEDFORD: Ain't it a fact that these non union men brings up these arguments among themselves concerning the union, "I won't join the union" and this and that,

A Yes, they will be in groups standing around, before we start to work.

Q Nobody has to say anything to them about joining the

union. They bring it up among themselves?

A There is never no union men speak on that floor to them.

MR. JOHNSTONE: Q Does the floor man show discrimination in favor of the non union men?

A Yes, that is the biggest thing there.

Q He favors the non union men?

A Yes, every time.

Q Can you give any instances of it?

A Yes, I can see where he is doing it.

Q Just tell the judge in your own way how the floorman treats the non union man?

A We have got a white steward up there and a colored man, Now, Frank Smith is the colored man steward up there, and he has to do with the colored men, I don't have anything to do with the colored men. I go along with my white men, and when he goes and gets a man to join the union, one of the boys that works up there, the man wants to get him out of there.

MR. CONDON: Give the names of one or 2 of them now?

A I don't know any of their names.

MR. MEYER: Any body that ever was put out of '

A Yes.

Q Give me the names? A I don't know the names.

Q Where do they live? A I don't know.

Q When was he discharged? A I told you I don't know anything about colored people.

MR. KILKOWSKI: When was he born, if you know?

MR. MEYER: That is just about as proper.

THE ARBITRATOR: I don't suppose he could know that any more than I could know when nobody ever made complaint to me.

MR. KILKOWSKI: The men come and go. It is hard to remember the name?

THE ARBITRATOR: Yes, I can see that, and there might be cases like that where men lose their jobs and don't care to follow it up. That might easily be so.

MR. CONDON: Was that ever brought up at the union meeting, the fact of men being discharged, because, according to your belief, they belonged to the union?

A Yes.

Q Were not the names mentioned there? A No.

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FRANK SMITH

called as a witness, testified as follows:

DIRECT EXAMINATION BY
Mr. CONDON:

Q What is your name? A Frank Smith.

Q Do you belong to the union Mr. Smith? A Yes sir.

Q Are you a committeeman of the union? A Yes sir.

Q How long have you been a committeeman? A About 6 months.

Q How did you get your position as committeeman?

A I don't know how I got that.

THE ARBITRATOR: Who appointed you? A I am appointed through the Local at one of the meeting.

Q MR. CONDON: were you atethe meeting when you were appointed? A Yes, I was at the meeting.

Q Who presides at the meeting? A The president of the Local.

Q What local? A NO.87.

Q What is his name? A Jake Leboskey.

Q Does he work in the Hammond plant? A No.

Q Does he work in any plant? A Not that I know.

Q Was there a vote taken at the time you were selected? AYes.

Q And only union men there? A That was all.

Q That was about 6 months ago. Now, Mr. Gorniak just made

the statement that some non union colored men who after wards joined the union, were discharged. Do you know anything about that? A I know one Charlie Russel claims he was discharged. He brought a complaint up and it was handled through the union.

Q What happened to it? A I don't know. He never was put back to work.

Q Did you follow it up? A No.

Q Who brought the grievance up? A He did himself to the committee that was handling it?

Q Who was the committee that was handling it?

A I don't really know, but it was carried into the local that day.

Q Did you ever report it to Mr. Murphy or Mr. Johnstone or Mr. Kilkowski?

A I never did. He did I suppose.

Q Did he report that at the union meeting?

A He reported it to the committee.

Q What committee? A Of the union.

Q Who were they? A I could not name them.

Q Are they working in the yards? A Well, I don't know that.

Q Well, how do you know that he did report it to the committee ? A Because I have saw him there at the tim

grievance and take it up.

Q Did you not know who the committee were made up of, their names? A No, I don't.

Q Do they belong to your local?

A I don't know as they belong to my local.

Q Did you hear anything he said to the committee, Charlie Russell? A No sir.

Q How long after he was let out, or quit, whichever it was at Hammond, did you see this committee and Russel together? A Well, the following week, I think it was.

Q How long ago was that?

A It has been something like, close on to two months ago. It was close to the time they were laying off men on account of too many or something.

Q Were there some non union men laid off at the same time?

A I could not say that. I don't take interest in that part who is laid off and who is not.

Q You know the men there on your floor that belong to the union and those who don't don't you? A No, I don't.

Q Don't you know the men who don't belong to the union? A I don't take that kind of interest in things.

Q Don't you attend the union meetings? A I do some times.

Q Now then, how many men were laid off?

A I have not been to all the meetings.

Q How many were laid off when Russel was?

A I don't know.

Q 50? A I don't know.

Q 25? A I couldn't give an estimate how many.

Q Did you yourself as floor committeeman say anything to the boss about Russel being laid off? A No I did not. It was not my grievance.

Q Nobody complained to you about it?

A Only him, and I told him where he could go to handle it.

Q So far as you know he went there? A He went there.

Q And they never took it up any further?

A They paid him for sometime being off. I know, through the local a week or 2 later, they gave him something for being off.

Q Do you know anybody else besides Charlie Russel?

A No.

Q How many men in the last 6 months have been laid off on your floor altogether? A That is impossible forme to tell you.

Q Is it because there were a great many laid off?

A I could not say that.

Q Were there at least 10 laid off in the last 6 months on your floor.

A I have not any check whatever on the floor there. I am only interested in just me.

Q Do you mean to say you don't know whether there have been 10 men or more or less laid off on your floor? A No, I don't.

Q Did you ever have a strike on your floor?

A Not since I have been there.

Q What floor are you on? A On the beef killing.

Q Are there more union or non union men on your floor? A I could not say that.

Q You don't know? ANo.

Q Do you know whether there are more union or non union colored men? A I could not say that. I have no way of telling.

Q As committeeman, did you hear any complaint between the union and the non union men on the floor?

A Well, no, I have never heard any quarreling.

Q You don't know of any quarreling do you, between the colored men, whether they belonged to the union or not, or the white men and the colored men? Did you ever hear a colored man or white man either, whether they belonged to the union or not, calling each other bad names? A No.

Q Did you ever, since you have been working there,

and since you have been a committeeman, did you ever see any men stepping on union buttons?

A No, I was only told that through the sheep butchers that it was done on 47th St.

Q I am speaking now on the cattle floor?

A No, we have had no trouble whatever in the beef kill.

Q You are on the same floor as Gorniak? A Yes.

Q And you use the same dressing room that he does? A Sure.

Q And yo go to work at the same time? A The same tim

Q And you quit about the same time? A Yes.

Q And both do the same line of work? A Yes.

Q And you are mixing around in there with your fellow workmen just the same as he does? A I don't know whether I mix just the same as he does?

Q Well, you are around there? A Yes.

Q Did you ever in 6 months hear any such word as saying "pin this button on your prick". Or any such word as that? A No. But then I was told from others around there.

Q Yes, you have been told by others, but you were not there and never heard it, did you? A No.

Q And your hearing is good?

A I suppose so.

MR. MEYER: Where is your button? A I have it.

Q You haven't got it on? A No.

MR. JOHNSTONE: It is on your working clothes, is it?

A Yes.

MR. CONDON: Do you know Jim Coughlin? A I do.

Q Did you ever hear of him having any trouble?

A No. I don't know personally that any one has down there myself.

Q Do you know this man Jim Davis or Slim Davis?

A I do.

Q Did you ever have any trouble with him? A No.

Q Did you ever yourself, or were you ever present when he has had any trouble? A Never have been in any trouble.

Q And you never knew of any so far as you yourself were concerned? A No.

THE ARBITRATOR: Have you ever witnessed any?

A No.

Q How long have you been there? A I have been at the Hammond plant I suppose two years.

Q On that floor? A On that floor.

Q Now, this man Davis, have you ever seen anything about him that would indicate that he was trying to

break up the union, or anything like that?

A No more than I have heard little rumors around from others saying not to do these things. I have never heard personally myself.

MR. CONDON: You have been a committeeman for 6 months?

A I suppose about that time.

MR. JOHNSTONE: Q Why was the men wanting to go on a strike do you know?

A Why were the men on the floor wanting to go on strike? The only thing was because the others were out. They had no persoanl reason for wanting to go out, but only meeting others as they were coming in.

Q Did you ever see anybody going home with knives?

A Oh, yes, I have seen them going home with knives, yes.

Q Did you ever go home with a knife? A No.

Q What do you think they carry those knives for?

A I don't know.

Q Did you ever form any idea why they carried them?

A At the time they were carrying the knives, they were having-- the committeemen on the outside were asking them concerning the union and such as that, and decided that they were not going in, and for their own protection they claimed they should be prepared to meet them when they got outside. That is all I know.

Q Do you know anybody by name who carried a knife?

A No, I don't mix that much.

THE ARBITRATOR: Q Did you see anybody carry a revolver there? A I have never seen anybody.

Q Have you seen any revolver in the dressing room?

A No, not me.

Q When have you seen any body carry a knife?

A Well, alongabout Wednesday I have saw them carry a knife.

Q Union or non union? A Non union. I suppose non union. You cannot tell union or non union.

Q Most of the men wear buttons, don't they?

A Most. What I see the buttons. But there are a whole lots don't wear buttons.

Q What kind of a knife would this be? Such knives as they used in the place? A Knives as they used on the place.

Q What did they do? Carry them out and bring them back? A I couldn't say they brought them back.

Q Once in a while does some fellow take away a knife and carry it home with him just to get the knife?

A I don't know that they wouldnJudge.

MR. JOHNSTONE: They buy their own knives, don't they?

A Yes.

THE ARBITRATOR: Q Do you buy your own knives?

A Yes.

MR. KILKOWSKI: Q Do they sometimes take them home to get them sharpened? A I don't know the purpose of any one taking them out. We have a grinder on the floor.

THE ARBITRATOR: Did anybody ever tell you the purpose.

A No, I never investigated.

Q How many did you ever see taking knives out in the last month?

A 2 or 3 is all I have noticed.

Q Where would they carry them? AI could not say. Oh, in their pockets. I have seen them put them in their pockets.

Q A sharp open knife? A They wrapped them in a piece of paper or something of that kind.

Q And put them in their pockets, you have seen them do that in the dressing room? A In the dressing room.

MR. COHDON: Q Did you ask them what they were doing that for? A No, that was no my own business.

Q Apparently you mind your own business?

A Yes, I try to.

MR. KILKOWSKI: Your honor, we have two more witnesses, that are practically the same thing, unless you want to question them. Where this man takes the button and

throws it away?

THE ARBITRATOR: That is on the floor that they did not strike on?

MR. KILKOWSKI: That is on the same floor.

THE ARBITRATOR: I do not think that is right. You understand I am not trying that complaint right now of any body saying they should put the button on any particular part of their anatomy. That is not what we are here for, although it may throw some light on the general subject.

MR. KILKOWSKI: I want to show some reasons.

THE ARBITRATOR: There are some reasons for getting angry, but there is no justification for riot.

MR. KILKOWSKI: Patience sometimes gives way.

THE ARBITRATOR: Yes, but it did not in this particular place?

MR. KILKOWSKI: It might your honor.

THE ARBITRATOR: I cannot help what might.

MR. KILKOWSKI: go if you care, we might put on others, but if not, it will only be wasting time.

MR. MEYER: Do as you like.

MR. KILKOWSKI: Well, we want to save time. We won't put them on.

THE ARBITRATOR: Have you any statements you would like to make. You can put it in in any form you like. Make any statement you are a mind to, any of you.

MR. JOHNSTONE: I just want to make a few statements, your honor. I want to say, that I assume the reason for this investigation is to try and find out the reason of these strikes and to place the responsibility on somebody. I don't know. I take it, from what Mr. Meyer and Mr. Condon in cross examining some of these witnesses has been trying to infer, or find out that some labor official is responsible for , or giving instructions for these strikes, or trying to find out whether or not they gave these instructions.

Of course, we have got an agreement that says there shall be no strikes. There are many other points in this agreement, such as you cannot have any shop steward, shop committeeman, but I want to tell your honor that it is an utter impossibility for any labor official or your honor, or anybody else, to stop the walk outs of men unless you have a representative on the floor who will be responsible. You can realize that it is probably only 1-10th of the men in the stock yards, that the officials of the union ever

reach. Probably there are only about one tenth percent of the men who attend the union meetings, and I think that when an agreement is made, that the time it was made, it should stop the growth of an organization, I don't care how many agreements were made, it would be an utter impossibility to stop that growth. Either that or destroy it.

THE ARBITRATOR: I understood that the agreement specifically provided that they were not to stop the growth?

MR. JOHNSTONE: Well, from the fact your honor that there is no allowance for shop committee men, you might as well say you would not sign any agreement, and say there would not be any official.

THE ARBITRATOR: Does the Packer's agreement say there shallbe no shop committee.

MR. CONDON: Yes.

MR. JOHNSTONE: Yes.

THE ARBITRATOR: It seems to me there has been a sort of recognition of the existence of a shop committee without any objection.

MR. CONDON: Up to this time, yes sir, but from now on it might be different.

MR. JOHNSTONE: It will be as far as we are concerned.

MR. CONDON: Alright, we will discuss that with the judge.

MR. JOHNSTONE: The fact of the matter is, we have got shop committeemen, and they are going to elect them, and think we are electing them within the agreement.

THE ARBITRATOR: Let us not discuss that, because up to the present time, this has developed, that for a number of months back, there have been openly, without a parent objection, and with apparent consent, what to me, appear as these shop committees, who have been acting, who have made their grievances, and upon presentation the grievances have been recognized, and been considered, and the officials have dealt with them for a number of months past. Now, what the affect of that is in the future, I am not going to pass on in this, because that is not involved here. Suffice to say, that on all of these floors, and all of these places where the strikes have taken place, there have been these so called shop committees,-- I assume they were shop committees, and apparently elected-- I assume in the regular way, I don't known- who have been acting and who have been recognized. Now, the fact of the non existence, the fact of any attempt to enforce the rule

against it, or the agreement against it, evidently has not lead up to this strike, because that has not been found.

MR. JOHNSTONE: We have not any shop committees. We were not aware of them up until 6 weeks ago.

THE ARBITRATOR: Some of them have been acting for 6 or 8 months.

MR. JOHNSTONE: XXXXXXXXXXX: Exactly. Not to our knowledge. That is the point we are trying to bring out, that if we had elected our shop stewards a year ago that there would not be one tenth of the trouble there is now occurring in the yards. There has never been a single meeting of shop committeemen, but we are going to have them from now on, going to have meetings of the shop committeemen, and we think we can safely say it is absolutely in the agreement; that we are not electing shop committeemen to take up grievances. There never has been a time when we have taken up a grievance with Wilson and Co. or with any other company but what it was Mr. Williams that suggested that the shop committee come down, and in many instances we have introduced shop committees we never knew of before, that were elected automatically by the men as spokesmen on that floor.

As far as the grievances are concerned, why

your honor, you would have to have about a do-en assistants if we were to take up grievances that we cannot settle with the packers.

You made a statement the other day that some men had been discriminated against, had been laid off, and put back to work, and compensated for time they lost. I don't know how many men. I have only knowledge of one man and that was Higgins, I believe his name was of Wilson & CO. They not only tried to do him out of that, but they robbed him of the creation of his own brain when he invented many improvements over at Wilson & Co. We have, I should judge, a thousand grievances of men discriminated against and put back to work, who have lost two or 3 week's pay. In many instances, the unions have paid and we never took it up before you, because it would utterly impossible for you to handle all these cases, and that is how the discrimination goes on. These men are laid off, they go back to work after being prevented for 3 or 4 days from working, and naturally when they have another grievance, they are going to be a little bit cherry of bringing it up. They are going to be a little be chary of enforcing their rights in the premises.

In Wilson's we have had more trouble on the hog killing floor, than in all the rest of the yard put together, and the cause of it is the superintendent

up there. There is not a single man on the floor who won't swear that that man discrimnates against the union in favor of the non union men. It causes all the trouble on that floor, and we brought it up before Mr. Williams and he says "I don't care if every man swore to that, I would believe Mc Mahon." And Mc Mahon is responsibile for practically all the trouble. We have been up there, and had the men going back to work, and then he would buttin and start the trouble all over again. A silly proposition. He would tell the men when they wasted 20 minutes getting their checks "Well, I could put in another window, but why the hell should I do it." And that is the way he creates dissention among the union men.

THE ARBITRATOR: What do you mean, another window so they would not be delayed in getting their pay.

MR. JOHNSTONE: He said it would not be done, and we took it up with Mr. Williams and Mr. Williams said that he would see something was done.

THE ARBITRATOR: Of course that is a complaint you make on behalf of the union as well as the non union men, in that, if it were remedied, it would benefit non union men as well as union men. That is not a discrimination against union men, but of course, if it is a proper source of complaint, it is a good complaint, whether non union or union men are involved.

It is not necessarily a discrimination. It may be a grievance.

MR. JOHNSTONE: The particular grievance is general discrimination in favor of the non union men.

We had one man up there and he was attacked on the floor by a non union man with a razor. The razor is in the office now. He was not discharged.

We had another man, nearly murdered, and yet Wilson put him in the Bridewell Hospital. It took me 10 days to get him out of the Bridewell Hospital. I had to get an order from the judge. Here was a man charged with crime, when he was the man that was slugged. There is a difference between non union and union men. One man is merely discharged, and the other man is sent to the Bridewell Hospital.

THE ARBITRATOR: Of course, I cannot try either of these cases as you can see. The fellow that was nearly killed, I cannot tell whether he was the aggressor or not. Possibly someone else undertook to do that.

MR. JOHNSTONE: The point is this, in these strikes, and it is not just a thing of today. It is the adding up of insults for a year and 18 months, and it has reached the point where they cannot stand it any longer, and we are getting no assistance from the Company, absolutely none. It is not a question of a fifty-fifty proposition. It is a question of their laying their plans in

my estimation, for a silent stangulation of the organized labor in the packing house. If it were not for that purpose, why don't they have collective bargaining? In your remarks two or 3 times, you have characterized some of the things which the men have done as a blow at collective bargaining. We have not got it in the stock yards.

THE ARBITRATOR: You have it as far as this proposition gives it to you. If you demand for wages, you demand it as a body.

MR. JOHNSTONE: But there is no bargaining between the employees and the representatives of the packers.

THE ARBITRATOR: Not directly, no. That is, there is directly, yes. There have been bargains made, but on many occasions, two that I particularly recall of considerable consequence, so far as time and effort is concerned at least, while you did not come to an agreement, it was up to me, and I had to do the best I knew how. It is collective bargaining to that extent,- and it seems to me quite an extent. And the conditions seemed to be where even to that extent it was being more or less endangered by what some of the men did, whether they felt out raged, justly or unjustly, in the results that were manifested, they were endangering collective bargaining even to the extent they had it.

MR. JOHNSTONE: They are many things. They are absolutely trying to use all the colored people as much as they possibly can to break down the standards of living. To bring out this Race prejudice. The Y.M.C.A and the head of the Bureau who is carrying on that agitation is I.R. Parker, or some name like that. He is the organizer of all of the troubles, practically speaking, between the white and black men in the stock yards. He is prominent in this Wilson Club. And he finds the Wilson Club is a combination of non union colored men, where they are lectured and taught that the thing they have to do is to keep out of organized labor. We find Wilson and Co. shoving notices up on this board, advertising the Wilson Club and trying to get these colored men into the organization.

THE ARBITRATOR: What Wilson is it named after, the president or the head of Wilson and Co.

MR. JOHNSTONE: The men who belong to it think it is Wilson and Co. When they get into it, they are under that impression.

MR. MEYER: Nobody who has been on the stand here knows anything about a Wilson Club. There is a Y.M.C.A. as I am advised.

MR. BEDFORD: I can bring you one of their cards tomorrow.

MR. JOHNSTONE: There is no question. I think the evidence has shown that our men where wrong in going out on strike, but the cause of the strike was the non union men. That colored man who sat up there with the colored shirt, is a real bad negro, and we know there never will be any peace in Wilson & Co. as long as that man is working there. The other two men are only young boys. Heavy is a good natured, "don't give a damn" kind of fellow, but we know unless that man is fired it will take us all our time in Wilson & Co. to keep that gang at work, because they all say he is the leader of the gang and responsible for all the trouble on the floor, and they are really afraid to come down and testify against him. They are really afraid to come down and tell the truth because they are afraid he will kill them. We ask that that man be discharged, not because he is a non union man. We don't care about that, but we ask for the sake of peace on that floor at least, that that man be discharged on the ground that he is a gun toter and a knife man, the man who threw the bricks at the wagon, and he is carrying on an agitation. I don't know whether it is under the direction of the

Company or not, but it is with the full knowledge of the Company, and they understand and realize that these men are the ones who are going to break down the union.

THE ARBITRATOR: On that proposition, you are going to get a copy of this evidence, and I want you to do what we who deal in these matters often have to do when we are in a case, pick out, and call attention to the particular evidence, which in your judgment establishes this that or the other point, with reference to a particular thing you want done. For instance, if you want Joe -- is that the fellow?-- If you want him discharged for some cause, point out in the evidence what the cause is, and refer me to it, so I can get it together. I cannot do all that work myself.

MR. JOHNSTONE: We may have some evidence along that line. We never complained about this.

THE ARBITRATOR: Well, you say now, you want it done.

MR. JOHNSTONE: It has come up here. We want all the facts brought up.

Now, another complaint that was drawn, was the fact we were agitating outside the yard.

THE ARBITRATOR: Of course you know, we are not trying that question here except as it bears incidentally.

MR. JOHNSTONE: It bears a relationship. Since we

started to organize our campaign outside we thought it was within our rights. We not only went as far as that, but we got a special permit from the chief of police. A special letter was drafted and sent to every captain in that district as to our rights in the district. Capt. Cochran, who is generally called the stock yards chief of police as a slang name around there, I don't know whether he just gets one check or gets two checks. I do know he is very active, notwithstanding he has that letter from the chief of police in trying to break up our meetings. It is only in his district, it is only his men who are disturbing us in the street, and where he is getting his orders from I can simply guess, that is all. He has three detectives up in our own hall, drinking beer and whiskey all day, and breaking into our meeting, stealing buttons off our men, going among them, trying to get information.

THE ARBITRATOR: Do you know who they are?

XXMRXXJOHNSTONE: Why, don't you call them out.

MR. JOHNSTONE: I ordered them out of the hall several times, and he told us if we don't let them in the meetings they would chase us off the street. I have complained to the chief of police and to the mayor. It leads up to a general strike in the stock yards. If we have a dozen of these we are not going to stand for

it.

These City police came along and, under whose istructions, I don't know at 47th and Racine, they arrested me, wagon, music and everybody else on the grounds our permit had been rewoked, and they got the order from Capt. Cottrel. Capt. Cottrel could not be found, and then they found out it was a mistake and ordered our wagons away from Gross Ave. They come and insult our men at Wilson & Co. All this activity within a few weeks time, and I want to tell you the temper of the men at the stock yards is getting worse every day because of that fact. I don't know whether you have any authority in that situation or not. I do know, we are going to ask yo to ask the City to take the police out of the stock yards. There is no reason for it. There is no trouble. There is no talk about trouble. There is no ahybody doing any harm there in carrying on a legitimate campaign, and we want to ask you as administrator of the stock yards, to ask the chief of police or the mayor, to keep his men out of the stock yards, because our men are beginning to ask why they are working under police protection. For what reason? Are they classed as criminals? If so, they might as well, put a cordon of soldiers around there with bayonets.

All these things go to make up this trouble. In the development of our organization, it is absolutely

essential that we get in touch with every department in the packing house. And as for these shop stewards we are not electing them, the men on the floor are electing their shop committeemen. When the shop committeemen are elected, we are going to hold meetings of shop committeemen, and in that way, with a little training and education we shall have a little bit more control over them than we have at the present time.

Just a word in conclusion. We never made a complaint. We have lots of cases that we have tried to get away with the best way we could, without troubling you, but it is the accumulation of all these grievances that causes the big grievance. In Wilson & Co. it is the attitude of thenon union men, and the protection they are giving them, especially in the hog killing and cutting gang, and the only thing we ask is that this bad nxgxr "nigger" be discharged.

MR. MEYER: You started the word nigger, I call your attention.

MR. JOHNSTONE: All right. I use it as themost insulting word that can be used. The definition of the word nigger is a bad man, whether white or black.

MR. CONDON: With reference to these meetings that are being held outside, how long since they have been

held outside?

MR. JOHNSTONE: I should say a week ago last Monday.

MR. CONDON: Now then, how far from Wilson's gate are you holding these meetings?

MR. JOHNSTONE: Right outside.

Q (Mr. Condon) How far from the entrance gate through which they go to work, how many feet?

A (Mr.Johnstone:) Right there on Marshfield and 47th.

Q Right outside the gate on the street? A Yes.

Q And when are they held with reference to the time the men go in andout from their work?

A They are held at 6 o'clock in the morning, and they are held at 12 noon, and at 4-30 or 5-30.

Q Was there any trouble outside, and around that gate that you know anything about before you started to hold these meetings

A How do I know.

Q Then you do not know that there was? So far as you know, there was not?

A Inside the gate do you mean?

Q Yes. Prior to that time men came and went apparently to their work and away from their work without any trouble out there? A I did not say so.

Q So far as you know, you don't know of any?

A I would not say so.

Q Well, you would say whether you know it or not?

A I was not around there.

Q Alright. You understand my question?

A Perfectly.

Q Now then, when you are carrying on these meetings, are you carrying them on along the same line of argument you have been using here with reference to the class of men who do not belong to the union? Have you been referring to them in any way. Do you use the word "scab" out there?

A No.

Q You never use that word ? ANo.

Q Have you at any time said what would happen to men who did not belong to the union? A No.

Q Have you not made any reference to the fact they would have to join the union or quit?

A I might have made-- not in the way you say.

Q So in other words, the line of your argument has been to the effect that you propose to make the yards 100 % union?

A Absolutely.

Q And you also propose that nobody but union men shall work there? A Yes. I tell the men we are out for 100 % union, and when we stoppe this agitation, it will be the day in which there is 100% union, when there will be nobody in the packing house exceptiing union men and

Q Don't you regard such efforts as that at the very entrance of the plant, as a violation of the spirit of this agreement? A I don't.

Q Is it not a part of the spirit of this agreement that agitation shall not be carried on in such a way as to interfere with the practical operation of the plant.

A Yes.

Q Then if you agitate outside that nobody shall work in there excepting union men, is not that according to your intention and desire upon your part to interfere with the practical operation of that plant, unless it is 100 % union? A No sir.

Q Is there not anything inconsistent with this answer and the one you made a few minutes ago?

A Absolutely not.

Q Well, do you believe, that standing at the door of the court room for example and at the same time criticising the judge or the court, you would afterwards come inside the court room and accomplish anything in behalf of Justice by talking to the people inside?

A I do.

Q You do? A Yes, I think that any judge who cannot stand criticism should not be on the bench?

Q Yes, I am speaking now of criticism of the courts?

A I am only taking that as an illustration. I have got

the right to criticise the judge, the right to criticise the president of the United States, the right to criticise Wilson & Co.

Q In any way you want to? A Oh, within reason.

Q What is your idea about this? Because I think it goes to the question of the responsibility of the thing. Do you believe you can stand outside the gate and carry on the campaign you are carrying on and then have an influence with men on the inside when you are asking them to return to work in event they quit?

A Why do you try to infer that outside the gate, I am telling them to stop.

Q I am not inferring anything. I am just merely taking your statement that you are determined, and that the purpose of your argument is to see that only union men should work in there? A Yes.

Q Now, I am asking you this. If you believe that talking to men outside the gate, you can then go inside the gate and tell men to go back to work and work with union men, that you can hope to have influence inside in getting men back? A Well, I guess the evidence is we have, and have done it. We have put them back.

Q Well, I am asking you if you think?

A I don't only think. I know it.

Q Do you think your influence in that can continue if you argue outside one way, and go inside and do another way?

A I don't. I act the same way inside as I do outside. Mr. Williams and Mr. Ferris have listened to what I said outside. I dare them to go on here and say I have said anything contrary to the spirit of our agreement.

Q Only so far as your admission goes here?

A I have not made any admissions.

Q That is a matter for the court to determine. That is all I have to ask you.

MR. JOHNSTONE: I also want to add a statement, that the man who gave us the incentive to go out and organize the stock yards 100 % is Mr. O'Hern, He told us to do it. Mr. O'Hern stated, when we were trying to get the preferential shop "do you want me to do your work? Do you want me to make this a closed shop? Why, don't you go out and do it?"

THE ARBITRATOR: Q When was that?

A In Mr. Armour's office.

Q In whose presence? A John Kilkowski, John Fitzpatrick, Martin Murphy, and myself.

Q And who elxse? Was that the time the president's mediation committee was here? A Yes, or just prior to that.

MR. MEYER:

Q Mr. Johnstone, you believe in collective bargaining.

I believe you said? A Like we have got in the stock yards?

Q Any kind of collective bargaining?

A No I do not believe in any kind.

Q Don't you believe it is good for the workingmen to have collective bargaining? A I do.

Q What do you mean by saying no.

A You have got your ideas of collective bargaining. You say this is collective bargaining that we are having here.

Q You do not regard the agreement that was made by your orgainization with the president's mediation commission, and the agreement made by the packers and employers with the president's mediation commission, as any kind of collective bargaining at all, do you?

A Oh, it might be on the edge of collective bargainig.

Q Well, is it collective bargaining, in your judgment?

ANo.

Q Now you give me a definition of collective bargaining

A Collective bargaining is where the employers or their representatives through their officials sit down and do their bargaining with the union and their officials. That is collective bargaining.

Q In other words, unless there is an agreement between the union and the employers, there cannot be collective bargaining, is that the idea? A That is it exactly.

Q And the fact-- A We have got a camaflouge for collective bargaining.

Q That is your idea, there cannot be collective bargaining unless an union organization has an agreement with the employers. That is the only kind of collective bargaining you believe in? A Yes.

THE ARBITRATOR: That is without the mediation of an arbitrator? A Oh, no not necessarily.

Q Or a means of settlement in case they cannot agree?

A Not necessarily. We can sit down and agree on the points we can agree on and then select the arbitrator ourselves.

Q Then it would not be collective barganing on the things you have not agreed on?

A We have not agreed to anything in this instance.

Q As I look at it, you have this, and you have this; supposing the employers under the present conditions, would say, "Mr. Smith from now on your rate of pay is cut 50 %." You say "Jones, your pay is cut 25%". Is not there an existing bargaining under which an agreement for so cutting his pay could be determined?

A Not with the packers, there isn't. We had it with the government.

QI mean a system of collective bargaining or a system which has the effect of a system of collective bargaining, regardless of the person with whom the contract exists, that is what I mean, not of course that it is a contract

directly between the packers and the union. I see your point on that. There is no agreement directly between the packers and the employe. That is true. The agreement is made by each of those direct with the Government. That is true. To that extent there is no agreement for colletive bargaining between these two parties. You are very correct about that. But in its effect, is it not a species of collective bargaining, over which the Government through the representatives which have been constituted, has during the existence of the contract, a control?

A Oh yes, your degree of control depends on your degree of collective bargaining.

THE ARBITRATOR: Yes, that is to say, notwithstanding your agreement is with the Government, each of you with the Government, nevertheless it has happened, and-- it is happening right along, that the representatives of one of the parties, the representatives of the employers and the representatives of the employes, get together and do bargain for conditions, for wages, for raises, and for things of that kind, and in many instances, if they cannot agree and the proposition is insisted upon they go to the arbitrator.

A Of course, we have not done that. We have not got that here.

MR. MEYER: Q: Didn't Mr. Lane represent you people, the people you are talking about ? A yes.

Q And Mr. Wilson ? A yes.

Q Well, you were present weren't you, at the time these 12 points were agreed upon between Mr. Walsh and Mr. Fitzpatrick as a committee representing the employes, and Mr. Condon and myself representing the employers ? A At Washington ?

Q Yes.

A No, I was not.

Q Well, you remember the fact, don't you that we did agree upon the 12 things that are embodied here? A Yes.

Q Now you remember when Mr. Heney was here last winter and we spent two or three weeks and out of 48 grievances we agreed upon and disposed of practically all excepting the three or four that were left for determination by Judge Alschuler ? A Yes.

Q Now, if there had been an agreement direct with your organization and the packers that would have been the same method of procedure, wouldn't it ? A No, we don't want lawyers representing us .

Q Well, all right, leaveout the lawyers then.

A With all due respect to Mr. Walsh and Mr. Heney

Q Well, you did appoint them as your representatives. Whether they were lawyers or not. Fitzpatrick is not a lawyer?

A No.

Q Lane is not a lawyer is he? A No.

Q Now, Mr. Lane and Mr. Heney sat together didn't they?

A Yes.

Q And Mr. Fitzpatrick and Mr. Walsh the first time. Now, if the agreement had been directly between your organization and the packers and the same course of procedure would have been adopted, you would have called that collective bargaining, wouldn't you? A Oh yes.

Q All you and Mr. Condon sat down and done, was to aboid the use of any terms which might show there was a possibility of some agreement between the union and the packers? A Alright, just assume we did that.

Q That was the sum and substance of the controversy.
A Yes.
Q I was not asking you about that Mr. Johnstone, what I was trying to find out, but I guess I won't be able to was your idea of collective bargaining. You were in favor of this agreement that was made weren't you?

A No sir.

Q You never were? A No.

Q And are not now? A No.

Q Are you in favor of enforcing this agreement now?

A Yes.

Q Weren't you in favor of it at the time it was made a year and a half ago? A No.

Q Are you trying to carry it out now? A Yes.

Q Have you been trying to carry it out?

A Well, you know it. What is the use of asking me that question.

Q Well, I am afraid I shall have to disagree with you.

Q Well, show some instances?

Q I want to find out how you feel. What do you think caused these strikes?

A The packers.

Q Then you don't think that your 100 % campaign out in front of the gates at Wilson & Co. had a single thing to do with it?

MR. CONDON: And your plans?

MR. MEYER: That didn't have a single thing to do with it?

A We got 9 wagons out there.

Q I am asking, did you think that your having the 9 wagons, has had anything to do with it at all?

A No sir.

Q You think that these people all of a sudden got the idea they didn't want to work with non union men, and thatthe non union men all of a sudden began to call them names, and they got scared of working with them and quit? That is your idea?

A No, it is not my idea at all.

Q What is your idea?

A My idea is, that it is not sudden at all Don't worry about that. The lock-outs have been going on for a year and 18 months. The protection of the non union man has been along the same lines for the same length of time.

Q Now, you knew that, didn't you? A Yes.

Q Now, you knew you had this agre ement here, and you say you wanted to carry it out. Why in the world didn't you come up and tell Judge Alschuler?

, Oh, for god's sake-- why Judge Alschuler would have to work 48 hours a day if we took them up.

Q If you thought there was going to be strikes there and this agreement was going to be violated, and culminate there, do yo mean to tell me you had this agreement in your mind and wanted to carry it out and would not tell Judge Alschuler about it. Is that your idea of carrying out this agreement as a leader now of men?

A Now just a minute.

Q Well, can you answer that, Johnstone. I haven't got you to answer yet? A I can't while you are talking.

Q Alright. Well, I have quit.

A The fact of the matter is that we did not know there were any strikes going to take place, and any time that we did know we went in and stopped it. Don't try and put anything in the record that is going to infer that we knew something about these strikes. Forget you are a lawyer, Mr. Meyer and plead the case properly.

Q Mr. Johnstone, I understood you to say a minute ago this was not something sudden, and that you saw it coming, and it had been brewing for about a year?

A I did not say anything of the kind.

Q Did not? Alright, then I was mistaken. What did you say? A I said, the non union men did not become active there all of a sudden; that the activity of the non union men and the protection by the foreman of the non union men, was for the past 18 months.

Q I understood you to mean that this strike business was coming on for about a year.

A You don't understand me to say that now, do you?

Q No, I don't. I understand you to say now that the non union men have been agitating for a year, is that

right, and have been carrying it on for 18 months. Now that is what you mean now? I don't want to misunderstand you? A Yes.

Q Then all these men that have been working there for all these past months and never heard of any agitation were mistaken or were telling untruths?

A They never said anything of the kind.

Q Well, I guess I don't care to ask you anything more.

A You heard the record.

MR. CONDON: Do you mean to say you have not known as a representative of one of the labor unions of the yards, that there was such a thing as an election of shop committeemen until the last two weeks?

A I did not say anything of the kind. I said, that we had got acquainted with shop committeemen through the superintendents that we did not ever know were even elected.

Q When did you first learn that they were elected?

A Oh, probably in the small firms we knew that for 18 months.

Q And you have known it also in the larger firms for a long time have you not? A No.

Q Well, you have known it for some months?

A In ours and Swift's the only time that I knew that

this Grabowski was steward --

Q I don't mean to say you knew that this particular man- and I am not saying that you don't, each or any particular man, but I am talking now about the situation. As a matter of fact, you have known have you not, that there has been elected, working and representing what you call the union, certain men who have been designated as floor committeemen by members of the union?

A Only in small firms, with the content of the company.

Q As a matter of fact, you don't know do you of any representative of any company who every told you that so and so bto his knowledge was a representative of the union and acting as such on his floor, or in his plant?

A Yes.

Q Whoever told you? A Mr.Williams.

Q Mr. Williams? A Mr. Wurmle of Hammond & Co.

Q That he knew that these men were selected by the union? A Oh, I don't know that. He just simply referred to them as committeemen.

Q He referred to them did he not as men who usually spoke on behalf of the men?

A He said to bring the committee down.

Q And that committee, so far as he understood it, represented not only union men, but the non union men?

A I don't know. You had better ask Mr. Williams.

Q As a matter of fact you know that the superintendents until now, until this thing started, always understood and believed that the men who were designated as floormen or floor committeemen were supposed to represent the union and non union men? A No sir.

Q You did not? A No.

Q Then you do understand that they represented the union men? A Absolutely.

Q Now then, how long have you understood that to be the case? A I am telling you that in some instances for a year or more.

Q When did yo u first know that to be the case so far as Mr. Williams is concerned.

A The first strike whenever that was.

Q That was 7 or 8 months ago? A Not with me.

Q You mean last week? A It couldn't have been very long, because Mr. Williams has only been halding the grievances for a very short time. Mr. Frazee handled them before.

Q Did you ever have any conversation with Frazee with reference to the committeemen? A No.

Q Did you every have any conversation-- when was your conversation with Mr. Williams? A Oh, on a number of occasions.

Q When was the first time you ever had any conversation

with him, wherein you both referred to floor committee men? A I could not say.

Q Was it 6 months ago? A No.

Q Was it 3 months ago? A It might have been.

Q Then as a matter of fact you have known that there was such a thing in Wilson's haven't you?

A Let me see, what are you trying to bring out?

Q I am just trying to bring this out? How do you reconcile the fact, you stated afew minutes ago, you never knew until this hearing started there was a committman there? A I never said anything of the kind. Just a minute. I said that in this hearing that I had met shop stewards that I never knew before were even in the company

Q Then do I understand your position to be that if the employers refused to give their approval to the selection or election or maintenance of shop stewards, and by shop stewards, I mean men who are selected by the union men to represent only the union men on the floor, that you proposed to disregard this agreement?

A No sir, I never said anything of the kind.

Q Did you want to be understood as saying that?

A I said this I said, we are going to elect shop representatives, and we are going to do it absolutely within the agreement.

Q You know there is a clause in the agreement that says

you can not? A It says nothing of the kind. It says we cannot have shop stewards on the floor. We have a right to elect presidents, where he is not on the floor of Wilson & Co.

Q Do you understand the use of the language "employment of shop stewards or committeemen,"to mean men selected that work on the floor? A No, not the way we are selecting them.

Q Then you are not selecting them in the usual way?

A No.

Q Are they going to have the authority that shop stewards and committeemen usually have? A No.

Q Then what good will they be to help you from having strikes? A That is our business? We are organizing.

Q we are tyring to find out? A I am not going to tell you.

Q Oh. Now, isn't it a fact, that you as one of the representatives of the labor men in connection with the stock yards industry are now engaged in the organization of some plan or system whereby you propose to have certain committeemen or stewards in there who will have something to say with reference to the conduct of the plant?

A No.

Q Well, what are they going to do there? What is their purpose? A Their purpose in the plant?

Q Yes?

A their purpose is in the union.

Q Well, have they any purpose to serve in the plant?

A What?

Q Are they going to serve the industry in anyway in the plant? A Yes, they are going to do their work there.

Q Is that all? A They will give us the information we want.

Q As to what? A What we want. We will develope that later, just all the particular information we want.

Q In other words, you are quietly at work? A Not quietly, because you are kicking about it. We have aband and wagons on the street and pluggers out.

Q We are talking about this committee you are going to elect for the purpose, to serve in the plant?

A Not in the plant, to serve in the union.

Q But they are going to represent the union on the floor in the plant? A No.

Q They are not? A No.

Q Then let us be fair with Judge Alschuler, Mr. Johnstone? A Oh, ou are not worrying about JudgeAlschuler. You want it all for the packers.

Q I am willing to take any insult you desire to offer me as far as I am concerned. I am trying to find out though, who is responsible for what has taken place, and who is going to be responsible for anything that takes

place in the future? AI think the packers are responsible.

Q Now, then, have the packers done anything in the past that now makes it important or necessary from your stand point to select or to see there are selected certain shop stewards or committemen?

A The development of the organization demands it.

Q And are you intending to take each floor or each department or each plant, and organizae shop stewards and committeemen from those plants? A We intend to have a man from each department/ two men, three men from each department.

Q For what purpose? A That is our business?

Q Well, what are you going to call them?

A Well, what is the difference what we call them. We call them representatives?

Q Well, are they going to have any duties of a shop committeeman? A No.

Q Are they going to have any duties of a shop steeard? A No. We have a lot of new ideas out there, Mr. Condon.

Q And you are not willing to tell Judge Alschuler what they are in order that he might determine the best method to proceed or are you willing to tell Judge Alschuler

in private what they are? A Yes.

Q In order that he may determine whether or not it is a proper thing to do?

A I am quite willing to tell Judge Alschuler in private.

Q Will you do it? A I certainly will.

Q Are you willing to tell it in private to me?

A No? We have our methods of organization. We are not going to spring it on you without notice and give you a start. We know perfectly well, if you don't want a 100 % union, we are not going to spring anything new that we have.

Q How long have you been working on this?

A Well, Mr. O'Hern gave us the idea.

Q Alright.

MR. MEYER: Q Then you would say Mr. O'Hern gave you the idea?

MR. JOHNSTONE: He was the incentive.

MR. MEYER: I mean from what you said before. Well, let me ask you this, do you want this agreement to go on for another year, or don't you? Do you want Judge Alschuler to spend his time endeavoring to keep peace out there or don't you? A Oh that is an insult to ask that question.

Q No, it is absolutely fair. I never was more sincere in my life. Where is the insult in that question?

A To think for a moment I would want him to quit.

Q I am qasking you if you want him to continute to act as arbitrator out there to settle the disputes between the employes and the packers?

A Well, you don't think--

Q Will you answer me yes or no for once in your life?

A You don't think do you--

Q Will you answer that yes or no. Just tell me, because if you don't want to, I don't care for anything?

A I am going to answer it whether you want it or not?

Q Will you answer it yes or no, and then make any explaination you want in your own way?

A When you get through I will answer it?

Q Will you answer it? A When you stop talking I will.

Q I mean yes or no. Now, if you don't want to answer it go on and say anything you want to to the judge. Go as far as you like?

A We brought in the President's Mediation Commission here. We asked the President's mediation commission and the department of labor to go personally and ask Judge Alschuler whether he would remain or not. Now, do you think we would be doing that if we were opposed to Judge Alschuler.

Q Then you mean by that you do want him to act, I take it. Now, if that is so you know the terms of the agreement you have there. The wording of it, don't you?

A Certainly.

Q You want to carry that out not only in the letter but in the spirit? A I say we are doing it.

Q I say you want to, never mind what you are doing?

A What we are doing?

Q You think what you are doing the last few weeks is carrying out the spirit of the agreement?

A Absolutely.

MR. CONDON: Did you sign the paper whereby this was continued for one year after? A I did not.

Did you refuse to sign it? A I did, and I ain't the only one that refused.

MR. MEYER: But you want to go with the members, do you?

A We are doing that?

MR. KILKOWSKI: I am more or less interested, the same as you kno . From the observations I have, it seems to me the trouble is that we have too much law, and don't get down to brass tacks. Now, there has been a whole lot said about collective bargaining being on trial. I absolutely take the same view as my co lleague did, because I only know one collective bargaining, and that is when the representatives of orgainzed labor meet acrost the table with the representatives of capital, or the employes That is the only collective bargaining. That is the only solution of whatever you might s ay. You can talk,

and you can read and you can write, and you can advertise, but in order to get at the root of the thing that is the only solution.

With all these conditions in those yards as we see them, it is true we have not brought them to this honorable judge, for the reason, as Johnstone has stated, because we know his burdens as they were. But we saw and watched it as it went along from day to day and week to week, and marked time on various occasions. Now, by this your honor, I don't mean that in a lot of these instances, these superintendents-- I would not say they are bad fellows; on the contrary we get only splendidly with them, but the way the corporations are arranged, it is all in departments, and each department must perform a certain amount of work. There was some citation made of a man being injured. That Superintendent might want to do the best in the world by that poor scab who is beat up, yet it is a different department gets hold of it, it is out of his hands, as I have seen on a good many occasions. We have seen the case in Wilson's where Novak got beat up by two foreman. Absolute evidence was produced for us by 14 affidavits, that the foremen never had touched him, yet he went before the Industrial Board, and the man got a verdict of $2465.

Now those are the conditions. Here only last week in Swift's a soldier returned from the Army, got a slip from the U.S. Employment office to apply for a job. He goes there, the time keeper tells hém, "stay over there until you are called." A big policeman kicks him around, he resents it, and the policeman splits his head with a club. He gets a warrant out for the policeman-- last Thursday it was. It was before Judge Doyle, and he demanded the star and the revolver taken from the policeman and fined him $25. and costs.

Now, those are the conditions, your honor, and when I make those statements, I don't say anything about these men here. I have the greatest respect for all of them. We get fair dealing so far as I know. But it is the system, nevertheless. We thought that during the war we did our share, and God knows we did. We worked faithfully and honestly, in order to make a success in this great war. You wonder, some f you gentlemen, Mr. Condon and Mr. Meyer, you cannot understand it. You cannot do it. It is the same as if you talk about hunger and misery. You cannot understand unless you have suffered hunger. You cannot understand misery unless you have suffered yourself. You gentlemen come on here and defend these big packers. You remember, Mr. Condon, the case of Libby's and Swift's in Blue

Island, and that little girl sitting here, saying before this Judge "Mr. Kilkowski, I am still an honest girl," earning $7 and $8 a week. A girl of 18 or 20 years of age. Those things are what count with us. It is not the surroundings Judge. It is what we see and what our men suffer by it, as we went along through this war, and you are surprised that all at once we popped up with all this stuff But the only reason the thing has been kept under cover was the war. We kept it there. It makes no difference what suffering our men had. As long as our country was at war, we had to stay there. But now the war is over. And during the last negotiations, we thought we would get some more consideration from the packers. We did not get it. We thought we deserved some recognition. We thought because you gentlemen demanded the control of our men, we would get it, and yet we have not got it. We cannot do it. It is absolutely impossible, unless we have an organization of our own, in conformity with our laws. We cannot make a success. It is simply suicide, and we don't propose to die at the present time. We are here. What do you intend to do with us? You have to destroy us or recognize us, and we feel that we have deserved some recognition in that line. By recognition, I do not mean what you call a closed shop. Personally I do not care for it. I never did care for it.

Take a place like Roberts & Oaks, or even Wilson's. If I am not mistaken, out of 6800 men, there are 62 non union. What does that amount to. Take Hammonds' it is practically the same. Darling's, 100 %. All the small shops 100 %. So I don't care personally about the so called closed shop. The Trades-union movement does not recognize the closed shop. It was a great citizen of honored memory who inaugerated that word. That was during the Anthracite coal strike. Teddy Roosevelt announced the closed shop. But there is no such thing. It is a union shop or a non union shop. And we are operating under non union conditions. We have no agreement direct. Whatever you might call it, we consider that to a certain extent, the packer has simply sloughed us, off the mat. That is his business. But we are here, and we propose to go along upon these lines. We did not sign the second agreement. We refused to sign the second agreement, but as it has been signed by officials of ours, we will live up to it, but in the meantime we are going to do our share of bringing about an organization in a legal way. Mr. O'Hern was the one responsible for it. He is the one who directed me particularly to it, because I pleaded with him along those same lines, and he said "John what do you want me to do?" "Do you want me to do your work? What are you being paid for? Go and get

them. That is your business" I said "alright, we will lay out our plans and go and get them." And By God we will.

There is only about 3,000 men left in the yards and we are going to get them.

Now, that is our purpose, and we are going to do it, and I know it is not going to interfere with the honorable position of the judge. In fact, when we succeed completely, you will see the difference. You will have less trouble, and then we will demonstrate to you, and as we pleaded to Mr. O'Hern, and the committee to give us a chance to show that we willbe able to demonstrate at that time, not only more harmony but more production and more peace. Well, they could not see it that way. That is the only reason, because they would have to sign an agreement with us, and we didn't even care for that-- at least I don't. I don't care about all these signatures but I want to be treated fair and square. I believe we have demonstrated to you gentlemen, that in all our dealings under the existing conditions, and with the narrow knowledge we had, we have not had the opportunity as most of you had, we have risen from the shops and factories, and tried to go along, and tried to be honest in all our dealings in every instance. And while

we sometimes put up fights, we put them up honestly. We don't come around the corners, and around the back doors, and I believe you have found it out. And so we propose to go upon those lines, and I know when the thing is done, and it will be done, you will all agree that it is the only solution, in order to have peace and production in those yards, to give way to a certain extent to this great majority of men who are organized.

Now, if we were in the minority, I would be the first one to say, "alright, go to it. and be done with it." But we are in the majority. And I believe under our system of Government the majority should rule. We profess to operate under the guidance of this great man of ours who has helped us so much here. We want him to go along with us, as I know he will, It will take a whole lot of burden off of you. I know you have your troubles.

And so in conclusion, your honor, I believe that in reference to this colored man, you will consider that the man-- in reference to the other colored boys, I have in fact made some arrangement with Heavy, and he promised me already he is coming to join our Local, so the rest will come. We shall get along alright. We won't have any trouble, so I am willing to leave the matter to

you for adjustment judgment. I know whatever you did decide in the past was satisfactory to us, and we shall also be satisfied in this case.

MR. CONDON: Do you know of a publication called the "New Majority."

MR. KILKOWSKI: Yes.

MR. CONDON: Are you one of the editors of it?

MR. KILKOWSKI: No. It

Q It is a paper that is issued by the Chicago Federation of Labor?

A It is owned and edited by them.

Q Of which Mr. John Fitzpartick is president?

A The New Majority is owned and controlled and edited by the Chicago Federation of Labor. It says so.

Q Did you read the issue of June 14,1919?

A I have not read the issues for the last 3 weeks, I believe. I have not had the time. I am sleeping in the yards.

Q Did you read the issue giving a record of the proceedings at Columbia Hall at which you spoke about 3 weeks ago?

A I think that refers to the outside meeting.

Q Well, it refers to the day on which there was a parade?

A That refers to a public gathering in Sherman Park.

Q Yes. Did you read that purported speech of yours there? A No, because there was no stenographer so far as I know.

Q Well, you spoke in Polish didn't you? A Yes.

Q And do you recall translating or sending to the New Majority, or to the Editor, or to anybody for publication there a translation of what you said?

A Yes, I know who translated that too.

Q Who? A John Riley, the colored organizer.

Q Did you see his copy afterwards? A When I seen him he was making memorandum when I was speaking, and he was copying from my motions. That is what he told me.

THE ARBITRATOR: He translated your motions?
A Yes.

MR. CONDON: Let us be perfectly candid with each other. This issue of the New Majority of the Chicago Federation of Labor, is an issue that is authorized by that organization, isn't it? A Yes.

Q It is headed "Kilkowski thrills Polish workers." You have thrilled so many people so often that I don't presume that impressed you. Do you remember reading or making any statements that were in words or substance as

as follows: Fellow workers; ladies and gentlemen, we are before youtoday in an attempt to encourage and instill again in the workers the spirit that brought up thus far." You remember saying something like that; "Then we look back and contract the conditions that existed in the Stock Yards a year and a half ago and think of the many things that we gained by close co-operation, we realize that they are only to be added to by still farther and more perfect organization than we have at this time?" A That isquite right.

Q You remember saying something about like that, do you ? A Yes.

Q "We are here for the purpose of encouraging organization among the workers of all nationalities and 100% organization in the Stock Yards must be our slogan". A That is it.

Q "Just as the boys from American dethroned the Kaiser and took away his power, in the same spirit we expect to take the power of some of the rats in the Stock Yards."

A That is wrong. Oh, that is why you mentioned rats.

Q Did you say anything of taking away power from the men who owned the plants, taking away the power of their operation? A No, that is not my doctrine any how. I might state in reference to thenon-union-- of course I stated--

Q Did you ever say this; "Until every man and woman in the Stock Yards is a member of our organization we are going to agitate and carry on a demonstration that will be so effective that there will be no possible chance for anybody to work in the packing industry unless they are in the

A Well, that might be correct. That is my view of it all right.

Q Is that your intention now?

A But so far as that statement of power, that is rubbish.

Q Alright, we will forget that. Now, is it your intention now, and part of your campaign now "until every man and woman in the stock yards is a member of our organization we are going to carry on a campaign , and a demonstration that will be so effective, that there will be no possible chance for any one to work in the packing industry, unless they are in the union." Yes or no, if you can?

A No, now wait a minute. That yes or no stuff, don't go.

Q I said, "if you can". A That is my duty as an organizer of the American Federation of Labor, regardless. That has been my duty at all times, yes.

Q You signed this agreement under which Judge Alschuler is now acting, didn't you? A Yes.

Q Did you see anything in the wording of that agreement and the words in this utterance I have just quoted to you that are in conflict? A I don't see where.

Q You believe when a man makes that kind of a statement in the presence of thousands of workmen he is doing what he can to carry out the practically operation of the packing industry without regard to whether men

belong or do not belong to the union.

A It all depends what you consider practical operation.

Q I am talking about production. I am talking about working 8 hours a day when there is work to do. Do you believe they are consistent. A I cannot see where they are not.

Q You cannot see? Well, do you think that the idea thatyou have that until every man -- that unless the non union men are given a chance to work in the packing industry, don't you think that is a violation of this agreement?

A I can say as an organizer whatever I please, can't I. Do you mean to tell me that under this agreement, that I as an organizer cannot go to Evanston or anywhere and talk unionism. Where do you get that kind of hurrah?

Q In this case you were talking to men who were in the Stock yards? A Yes.

Q Do you see any violation of the spirit of the agreement of that? A No. It just encourages it. That is a mere interpretation of that.

Q You regard it as proper to take men who are working in the different packing houses, and argue with them that there won't be any chance for anybody in the packing industry unless they belong to the union?

A A better chance.

Q Don't let us parry with each other. As a matter of fact, is it a part of your plan now, that unless you do get 100 % in the union, so far as the packing industry is concerned, you are going to do every thing you can according to legitimate lines to interfere with the packing industry? A Oh, no you have got it wrong.

Q I am asking the question?

THE ARBITRATOR: Answer him John? A No.

MR. CONDON: Q Then what do you propose to do?

A Why should you know my business? Why should I tell you my business?

Q Well, if the judge was here for the purpose of inquiring into my business? A I would tell the judge and I would tell it to you if you would not take the position you do in regard to those poor girls in Blue Island. I won't forget that so long as I live.

Q Alright, I am not going to discuss those matters with you at all. The judge heard that matter and decided it.

A The Judge said, morally you are guilty.

Q I haven't any recollection of the judge ever chargig me of any moral guilt, or being guilty of any immoral conduct, in your presence at least, but let us get back to this subject. How do you figure that as an organ-

izer talking that way to men who work in the stock yards, and who are employed there, that you can hope to be effective in continued production, constant operation at the stock yards plants, in taking a position inside, that they have to work with the men whether they do or do not belong to the union?

A You would have to divide that into about three different questions.

Q Well, you understand it, don't you?

A I won't answer it that way, unless you divide it.

THE ARBITRATOR: Well answer it the best way you know how, give him your views if you know what he means. Give him your views as near as you can.

A I forget what it meant.

Q Here is what it means. If you are talking to men who work inside the stock yards, in the packing houses, along the lines you say you made a speech in Sherman Park how do you expect to have any practical advantage if you go inside and tell the men that they must belong, that they must continue to work, even though the men they are working with do not belong to the union?

A Do you know how? I will give you a part of the inside dope. "Here in an agreement under which we must work. When I say "must", why we must, that is all there

is to it, but in the morning, and at noon, when a man gets out from work, we have a right to ask our members-- and in order to keep the spirit of trade unionism, to have them to put in a good word here and there, among the non union men, and take them on the side and say "Brother, here, we have done this much together, we can do more." That does not violate the spirit of the agreement. In fact that is the right way to do.

Q Well, how are you going to carry out the proposition that there is not going to be any chance for a man to work in the stock yards, unless he belongs to the union?

A Oh well, my God Almighty, a person is only human. Of course with your lawyers, a person must be very careful I presume, but sometimes,-- especially in a speech, a man may slip. You slip, and everybody will slip. You know it is absurd for me to say a man cannot work, when there is a legal document there saying he can. My views on politics, and everything are known all over, so I am not fearing on that. All I want is justice for the men, and a little recognition which they are entitled to. We have done a whole lot through our organization. The first week, 7 foreman were discharged for immorality alone. Abusing our women. Now, we have done something with our organization, and that

doesn't say nothing to these men. These men don't know it. These straw-bosses, they are theones who are doing the real dirty work in these shops.

Q ,lright. The last year and a half with the help of Judge Alschuler, things have been doing pretty well, haven't they? A Yes, sure.

THE ARBITRATOR: He says, most of it has been done with the superintendents themselves.

AI say with the assistance of the superintendents.

MR. CONDON: In other words, things have been going along very fine? A Not very fine, but we get along all right, but we would like to have them better.

Q Now do you think that making this campaign in the way in which it is being made has had a tendency to sort of make the men who work in the stock yards, and who belong to the union more unfriendly to the non union men than they were before you began? A No.

Q Do you think it has had a tendency to make them more friendly? A I do, yes. I believe it has brought them closer together here today. 6,800 men in one week. We have only got a little over 3,000 left, so we will clean it up pretty soon. As Mr. O'Hern said.

Q You know he is out of town don't you?

A He said I should go get them.

Q Is this not what you mean, that you argued out there

with him, and you wanted him to see if he could not bring about a new agreement instead of the one under which we are acting? At least to take effect at the termination of this agreement, and make it a direct agreement between the employers and the union, and then in the course of that conversation, he probably, or he did say, -- is it not true that he did say in the course of that conversation "Why under the agreement you want me to unionize these yards." That is about what he said, didn't he?

A He said "John, do you want me-- in answer to that-- "John, do you want me to organize these men? That is your job. You are getting paid for that. You go and get them." And I said "allrright."

Q And you took that to mean you had the right to do what you are doing?

THE ARBITRATOR: Who was he acting for at that time?

A He was acting as spokesman for the 5 packers.

Q When was that with reference to the time the president's mediation commission came in?

A I think that was about 2 weeks previous before the president's mediation commission came here.

THE ARBITRATOR: Has Mr. O Hern ever said to you "I am opposed to your organizing the men " in the last year or two? A No.

Q Has any of these other superintendents ev er said it to you? A No.

Q That is not different from what the other superintendents have said. They have not opposed that?

A We in the stock yards, take that as a joke more or less, because he inspired us by that remark.

Q That does not mean that your plans were matured and formed and carried out because of what O'Hern said?

A Oh no.

Q He dropped that remark.

A He said, what ordinarily any of them would say "well go and get them. Why should I do it."

MR. CONDON: Did you understand under the terms of the agreement as now existing that the maintenance of shop stewards or shop committees in the plant is a violation of the agreement? A No, I don't think so.

Q You don't?A No, if so, then Wilson and Co. violated them first, because they have been calling shop committees when we didn't know anything about it, and Roberts and Oaks.

Q Yes, as shop committees representing all themen, isn't that true? A Yes, sure.

Q Then you think a shop committee or shop steward who is selected at a union meeting only by members of the union, and your recognitionof him, you regard that as a

violation of this agreement? A Not necessarily, Mr. Condon. Some committees get elected in their meeting halls, but the way the record shows about half of them are elected in the shop right on the floor, right at the factory.

Q Are the other stewards committeemen of the union?

A Whenever we elect them on the floor.

Q Then they are only selected by men who belong to the union? A I don't know.

Q Is it a part of your plan now, that you propose to have what you call shop stewards, or shop committeemen as it is generally understood in labor organization or labor circles, engaged or appointed for or employed at the stock yards?

ANo.

Q What are they going to do? What is the purpose of them? A Oh, now you won't get that.

Q I won't get it? A No, why should I.

Q All right. A I might just as well tell you, I am going to organize Wilson's and how I am going to go about it.

MR. CONDON: We will take the position that we will regard it as such as a violation of the agreement. So that there won't be any confusion about it, we make the state-

ment that we regard it as a violation of the agreement. Because we can only use the term shop steward and shop committeemen as they are generally employed so long as these gentlemen don't give any different significance it will be so regarded.

MR. JOHNSTONE: Your honor, is that on trial now?

MR. CONDON: No, it is not on trial except as it may have its tendency to determine the res nsibility for these strikes.

I haven't anything further to ask Mr. Kilkowski.

THE ARBITRATOR: Right in that line, Mr. Condon, in discussing the probability or improbability of each statement or every statement that was made, a peculiar situation here is, that the men who have been acting on the committees what might be called shop stewards with whom you people have been dealing in the last weeks or months past in the matter of ordinary grievances, have most of them disclaimed responsiblity for the strieks. They have said most of the men went out and quit, and they went with them. It was not their direction, it was not their order, and disclaiming the right to even call a strike. I don't know of my own knowledge what the relation of a technical steward is tothe calling of

a stike. I don't know. My technical knowledge of the practice is not sufficient, and there may be no uniformity in the different organizations about that. Some stewards may have under one organization one power and under another organization antoher power. I know nothing about that as a general proposition. While we call them shop stewards, it is very evident here, that for convenience certain men have been acting in the matter of grievances of their fellows on the floor. Now, I assume those that have been acting here, have all been men who belonged to the union. I assume if they elected them off the floor, if the majority of them are union men, the shop committee, would consist of union men. Assume that. If it was a majority of union men, it would consist of union men.

MR. CONDON: As I am advised, I will ask Mr. Sheeley to take the stand?

THE ARBITRATOR: Just a moment. There is a question or two I want to ask Mr. Kilkowski.

Now, you have given us your views of the past, and I gather from what you say, that you claim that these supposed abuses have operated upon the feelings of the men for so long that it found manifestation in some of them quitting work, others following. Well, now what do you think of the future, if you have an ideas of

the subject. Let us imagine this condition. Of course as a proposition of enhancing the propaganda and one thing or another, you might say 100 % union, but you recognize of course, that this is not a union shop in the sense that no one but union men can work there, don't you? You recognize that?

A Yes.

Q Now, if you are correct in your assumption that out of many thousands of employes in all these shops, -- does that apply to big and little or just the 5 big packers- that there are only between 3 thousand and five thousand that are not in?

A The 5 big packers. The small ones are all in.

Q That is a surprisingly large disproportion of the two. But assuming you are correct about it-- and I have no reason to doubt your statement, it is not likely that under present conditions, every man will come into the union. Ocassionaly there is here and there a man who will say as some did here "well, I think they are trying to force me in and I won't go in." It may be the best thing in the world for them, but perhaps, seeing an account of your speech those things operate on people in an opposite way from what they are intended. He may say "I am not going to have anybody tell me I must be a member of the union, and I am going to keep out." And there will be such men.

Does that fact me an that there are going to be strikes and walk outs?

A No, your honor.

Q Now, I am willing to say, so far as I know, you men sitting here, and others of you, you men who are officials I have communicated with you I think in the last year up in the hundreds of times, when complaints have been made, and in almost every instance when the word went forth, and you got busy, the men who quit their work went back to their work, but as I said the other day, that is closing the stable after the horse has gone, or at least some of the oats. The damage is not fatal at that point. It is not necessarily large. But the damage is done just the same. What I hope we can approximate is a condition where it will not be necessary for you men to get out at all times of the night and day and try to put men back, but can succeed in most, if not all instances, in the first instance in having such a condition of affairs that they won't go out, even though it happens that all the men in the yard are not union men. Now that is the condition of things that I am looking forward to, and about the only condition of things under which we can go along.

MR. KILKOWSKI: Your honor, you see here is another situation

that should be mentioned, and I believe the gentlemen on the other side will agree. Here is about 4,000 to 5,000 approximately as closely as we have found out, organized so called radicals at the yard. Now, that is an organization there, and they have been stirring up more trouble than you imagine.

THE ARBITRATOR: Are they in the union, some of them?

MR. KELKOWSKI: Some of them in the union. At one meeting I had 4 of them thrown right out of the meeting. We threw them right out of the meeting. You heard about that. Where there was a mob. One man got his head split. The same thing. These men tell the men "You don't get no recognition. These fellows are only bluffing you. Don't listen to these fellows. Go along with us." Now, that is the argument these fellows are using. Then what are we going to do? It seems to us it is up to the Industry if they want to maintain our position, and our Government then it seems to me that the so called capital class, the packers, should join hands together instead of fighting us. Look at the American Federation of Labor movement, because that is a movement that has proven itself to be in conformity with our laws and institutions.

Now, that is all we ask. We want closer co-operation. We are here. What are you going to do with us?

You cantdestroy us or you can do business with us. But you don't do it, and you give the other fellow a chance. He is growing. He is nagging all the time. Don't forget that that is not such a job of roses.

THE ARBITRATOR: You mean your job?

MR. KILKOWSKI: It is a mad house, that is all it is.

MR. CONDON: What are you going to do with the men who don't join the union. Are you going to destroy them?

MR. KILKOWSKI: No, not destroy them.

MR. CONDON: I don't mean physically or personally, but what are you going to do with them

MR. KILKOWSKI: I propose to demonstrate in the yard, every man, unless he is not union, that it is hes duty to become a member of this great labor movement, because that is the only movement that will help him to build up and bring more sun shine in his home. Now that is my policy and I am going to do it.

MR. CONDON: You mean by that, that if there are men employed in different packing houses, in the stock yards, that won't belong to the union that you are going to talk to them?

MR. KILKOWSKI: Yes.

MR. CONDON: Are you going to take the position that

MR. KILKOWSKI: I am going to talk to him some more.

MR. CONDON: -- that he cannot work in the yards.

MR. KILKOWSKI: No, I will keep on talking.

MR. CONDON: To what extent are you going so far as encouraging men to strike if there are men who do not jo in the union?

MR. KKLKOWSKI: Take that back encouraging strikes

THE ARBITRATOR: He didn't say you?

MR. KKLkOWSKI: Don't say that.

MR. CONDON: There is nothing in the record that you are encouraging strikes.

MR. KILKOWSKI: Somebody will put a wrong construction on that. My record is clear, and you won't ever catchme at that.

MR. CONDON: I think that is right. But I am asking you this, there are 3,000 men who do not belong to the union working in the stock yards. Suppose they don't join. Are you going to encourage the men either inside or outside the yards who are union men not to work with them.

MR. KILKOWSKI: No.

MR. CONDON: You are not?

MR. KILKOWSKI: What for. I can organize them.

MR. CONDON: Are you going by indirect means to do it?

MR. KILkOWSKI: We have got good liturature; we have

got a majority there.

MR. MEYERS: Does it not seem funny then, when you have all but 3,000 that for such a few people they should go out on strike. The last man here today says they struck in his shop because they didn't want to work with the non union men.

MR. KILKOWSKI: I believe it was a little sympathetic, a little too excited but I think that can be controlled in good shape. But if you will get some of these foremen who create trouble--

MR. CONDON: we have not heard anything about the foreman creating trouble.

MR. KILKOWSKI: If a man is on the floor, these superintendents don't know of these things.

MR. CONDON: But we have not heard any of your own men who were here testifying about complaint about the foreman.

MR. KILKOWSKI: Well, the only solution is to work together.

MR. CONDON: We have been trying to do it. And in the solution as developed in the last 10 days, it looks as if somebody was not trying to work with us. That is the whole trouble.

MR. MARTIN:P. MURPHY: I think Joh struck the nail on the head, when he told him someone gave him a bum tip. Mr. Condon in my opinion has been trying to show that we

knew of these strikes. I want to say this, that 3 of us, have been sweating blood out there in the last ten days, or since this started to stop these strikes, and it is only the morning that we got your letter, I remember of Johnstone saying "now we have gotto sit down and find out what is causing this and remedy it." That very morning. I don't know just what is causing the strikes. I think it was a co-incidence that these 6 or 7 little strikes happenedat the same time. I cannot see the logic of our calling a strike and then going down there and talking our fool heads off trying to get them to go back to work, and I know that each one of the three of us have gone down and insisted that the men go back to work, and I have yet to see a gang, when we went down and told them that it was wrong, that it w as against the agreement, the same as the Wilson gang, Mr. Williams was there, when we spoke to them, I told them that if these men are abusing them that is a just grievance, and I will go to the phone and call the judge up. But before I do, you men must agree to go back to work" and the men went back to work.

Now, this feature of the campaign outside the gates, I don't think that is the cause of it, because we watched there. We made a tour around the yards in our

machine, two or three fellows that we thought were a little rough, we chased them out of there. They were union men. We thought perhaps they had caused some trouble, and we chased them out of there, and I want to say that there is no one can convince me that either of them two-- and I know myself -- had nothing to do with these strikes. In fact, we did everything possible could to stop the strike so I think that Mr. Condon got a bum tip too.

THE ARBITRATOR: I will say Mr. Murphy, that I don't know that anything has happened here that has changed my general belief that you men were trying to do what you could to avoid them, but there is still the proposition left that it is up to you -- you three, and Mr. Lane, to do this work locally. Now, of course if it turns out in the end by the frequent repetition of these things that you have not any control over them, it is just as unfortuante as if you won't control your men. Whether you cannot carry out the control or whether you won't the effect on the industry is the same. It would be unfortunate in the one instance; it would be a breach of the contract in the other. Probably an act of bad faith in the one, and an act of misfortune in the other.

Now, there we are. Whether the fact of the tendency of these proceedings has rather checked the spirit

of unrest, if such it was that caused this, I do not know. I have not heard of any occurrences within the last 2 days, but I don't know what can be done, either to inform the men any more than they are informed now. It cannot be.that the men are not generally informed as to what the contr ct is. The mere fact, that it has not all these months been posted up would not help us. If they don't know it now, I don't think they ever will know it. Few of them would read all of the agreement. Very few would read the award all through. But they know of the high spots generally.

I have feared that the possibility of some radicals with the design of discrediting -- possibly some of your own members even who are radicals, with a design, - in individual cases one man can make a great deal of trouble we have found in this world, with the very design of bringing the union officials into discredit,- that may happen in any organization -- with the very idea of producing the very opposite effect that was calculated by this agreement, and by the administrator, with a view of harming, instead of helping the union -- now there may be something in that. Those things are difficult to prove. It makes it all the harder for the officials in good faith to warn their members against any insidious acts of that kind and to keep them in line. It multiplies the difficulty. I can easily conceive.

MR. CONDON: I was wondering how it was that only within a day or two after, according to Mr. Kilkowski you had increased yor number of union men approximately 6 or 7 thousand, that this simultaneous shutting down of work took place. You don't kan do you that you have less control over the operation of men by having an increased number of union men.

MR. MURPHY: The peculiar thing about it is, that the places that stopped have been just as strongly organized or were just as strongly organized a year ago as they are at the present time, so it was not in the department with the new members that the strikes occurred.

MR. CONDON: Does that speak well, for the effectiveness of the organization, the man that belongs to it?

MR. MURPHY: We know it is wrong, and I want to say this, I think we have wasted valuable time here the last few days. I think if we had sat downk we would have found the cause of these strikes. If our committee had sat down and studied the thing over, we would have found the cause of the strikes.

MR. CONDON: You don't think it is too late yet, do you?

MR. MURPHYL No, and I want to say further, that the department meetings that we have been holding, I would not be afraid to say what took place there. I don't believe it would be any disloyalty to the union to say what took

place there, and I want to say this, that any meeting I attended or presided at 6 or 7 a day, I know what I told the men, and any that they were at I heard what they told the men.

THE ARBITRATOR: You could not understand John when he spoke in Polish, could you?

MR. MURPHY: Pretty much. I could understand a whole lot. I know the first and last thing that was said.was that there must absolutely be no strikes. I know that to be a fact. I said it myself there.

THE ARBITRATOR: You mean at these wagon meetings.

MR. MURPHY: No sir. In the meeting halls. In the halls where we have these department meetings. I will say there is not a meeting at the stock yards, that can be brought in here and say that either one of us three, myself, or them in my presence, told the men to stop for a second.

MR. MEYER: Well, they don't obey you, that is the trouble. You can't control them

MR. MURPHY: Yes, they always obey when I tell them to go back to work. I think you people will have to co-operate a little more than you are co-operating. I know that some of our men are at fault. I also know that, -- not the superintendents, I believe them when they tell me they don't want any discrimination, I believe them, but I

I think there are some non union men in there that don't act just right. Perhaps there are some union men in there that don't act just right, and I think a little more close co-operation will find it out.

MR. CONDON: But what we cannot get here, Mr. Murphy, is that you say the strike took place where the union is practically and has been for a year or more 100 %?

MR. MURPHY: Yes.

MR. CONDON: Now, if the trouble has been in such a situation as that, where in the world is the advantage in continuing an agreement with men who represent the labor movement such as you entlemen do, if these men won't pay any attention to you.

MR. MEYER: If you have got any of these straw bosses, or foremen of that kind, you know the superintendent will be glad if you call it to their attention. Now why don't you do it? And if they don't the judge is here. We cannot find out unless you complain about it.

MR. MURPHY: We will prepare a list and present it to you?

THE ARBITRAtor; What further do you want to present?

--o--

W. F. SHEELEY

testified as follows:

DIRECT EXAMINATION BY
Mr. Condon:

Q Mr. Sheeley, with reference to what has been termed the shop committeemen here, so far as your understanding is, did you understand that the committeeman was the representative of the union, or did you understand--heretofore did you understand that the men who are called shop committeeemen were elected by all the men on the floor for the purpose of presenting any grievance they had?

A Well, in so far as Morris & Co. is concerned I didn't know we had any shop committeeemen. I never heard of them. I don't know one that we have at the present time. All grievances that have been brought up to us, have been brought up by either Mr. Kilkowski, or Mr. Murphy or Mr. Johnstone or Nic Basoski, or some other gentleman from the union headquarters. Those have been individual grievances. We have never had anybody wait on us in the person of a shop committeeman or shop committee with any grievances whatever That is just for the judge's benefit. I did not want him to get the impression that Morris & Co. had ~~sanctioned~~ conntenanced these shop committees without making objections.

THE ARBITRATOR: Morris & Co. were not in this inquiry directly anyway. There were no strikes there, but of course Mr. Sheeley, these men who complained to you, it was not a secret matter that they were officials in the union?

A Absolutely not?

Q And the agreement provides that the men may be represented by others. Now, whether they were union men or non union men, you did not concern yourself? A No sir.

Q You did not receive them because they were members of a union, but you received them because you presumed that they spoke on behalf of the persons who had grievances.

A we received them because they had a specific complaint from one of our employes.

Q Or because it was a specific demand on the part of all-- which you understood to be on the part of all employes. For instance the general demands of last October, demands for general conditions affecting hours of service, in a shop or affecting any general proposition such as the number of cattle per hour, or sheep per hour, or hogs per hour. That is not an individual matter, that is a matter of a general condition of a particular class. They would assume to represent the men on the entire floor. Yet you understood of course that there were at least a few non union men there. You understood that in a general way?

That if they did not help to make them, to constitute these men officials of a union, or put them in a capacity wherein they assumed to speak, their conditions would be fixed by what was the outcomes of the complaint that was made. It would affect the entire shop, not only the union men, I take it?

A Any case like that we would consider they affected the entire department, union or non union. The fact they would be presented to us by a union official would not have any influence with us one way or the other.

Q notwithstanding your knowledge that it was union officials that did present them? A We try to forget that, so there will not be any hard feelings.

Q You try to forget it, and they want you to remember it?

MR. CONDON: With reference to the other men here, we desire to have the record show this, judge, that at no time has there ever been what you would call a knowledge of a union shop steward.

THE ARBITRATOR: I don't know. I don't like to have the record show a general statement of that kind.

MR. CONDON: Well, I will put Mr. Hall on from Armour and Co. to speak.

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E.C. H A L L

testified as follows:

DIRECT EXAMINATION BY
Mr. Condon:

Q Mr. Hall, what do you know as superintendent of Armour and Co. as to their being such a thing as a shop steward or a representative of the union occupying such a capacity in any one of the departments of Armour & Co?

A I have no knowledge of any such committee or man in any such department.

Q Except as you may have heard it here?

A Except as I may have heard it here.

MR. MEYER: Q Have you been dealing with any of them as committeemen or shop stewards?

A No, whenever there is a grievance, some one of these gentlemen generally come around with it.

THE ARBITRATOR: Who is this man they call Whity here, is he in your shop? A No.

Q Grabe, do you know him? A Yes, I know Grabe.

Q He has been acting as a sort of presenter of grievances? A So he stated himself.

Q Don't you know of it? A No, we don't know of it.

Q When you say "we" who do you mean?

A Armour & Co. The superintendent's office.

Q The superintendent's office may not know it, but

didn't he have some other one take up a grievance?

A The only one I know is the one mentioned by M[illegible] O'Toole, when he came and said there was a man t[illegible] if he did not join the union, the splitters were not going to work with him. The same day this st[illegible]d. That is the only thing I have heard of Grabe b[illegible]ng up.

MR. MEYER: Is it the general talk around your shop that there are such persons as stewards?

A We do not know of any such persons in [illegible] plant.

Q Did you ever know it before it was stat[illegible] here?

ANo . Of course under the agreement under which we a[illegible] working, any workman can take up any grie[illegible]ce for another man.

THE ARBITRATOR: That is what I want to get at, whe[illegible] that workman was another doing that, or any two or three of them, assuming to be a committee, whether there was that experience in your shop, or whether i[illegible] usually brought up by these men. A It is usually brought up by these gentlemen.

MR. MEYER: The same thing istrue in your plant, Mr Frazee and Mr. Gardner and Mr. Burns? A Yes.

THE ARBITRATOR: Anything further gentle[illegible]men.

MR. MEYER: I haven't anything further.

THE ARBITRATOR: We will conclude then for the present.

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The foregoing was all the proceedings had at this arbitration.

--o--

Tuesday September 23, 1919,

Two o'clock P. M.

Met pursuant to Recess.

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MR. BRENNAN: If your Honor please, I think Mr. Brennan is checking up some rates around town and he is a little late, so I will put on another witness now.

E L M E R E. B A L D W I N,

called as a witness on behalf of the Employes, testi fied as follows:

DIRECT EXAMINATION
By Mr. Brennan.

Q State your name please?

A Elmer E. Baldwin.

Q Where do you live, Mr. Baldwin? A 4517 Michigan Avenue.

Q That is here in Chicago? A Yes.

Q And what is your business? A Real estate and renting.

Q Where are you located, where is your office located?

A 3450 Indiana Avenue.

Q Do you specialize more in renting than in selling?

A Well, we are about equal in renting and selling.

Q Now, tell his Honor what class of property you rent and about how many piece of property?

A All of our renting business is north - practically north of 39th Street and East of State.

MR. MEYER: North of 39th?

A North of 39th and East of State Street.

MR. BRENNAN: Q About how many piecesof property?

A Why, I would say we had six hundred in there.

Q And you are acquainted generally with the rents now as compared with the rents say January 1st?

A This last January?

Q Yes. A Yes, sir.

Q Now, speaking generally, are they higher or lower than they were then?

A They are higher.

Q Now, if you can, give a percentage that would cover it generally, just tell his Honor what general percentage the increase has been?

A I have taken off my book last evening a list of fifty tenants over in that territory, running from

twenty sixth to - I think there is one living at 42nd and Wabash, from 26th to 42nd, and showing the old rent last year and the new rent this May .

Q Just there, Mr. Baldwin, let me interrupt you a minute. Which is the list that shows the old rent?

A That (indicating) shows the increases last spring, and this (indicating) shows the increases this month.

Q Now, this list is all property handled by you?

A Yes, sir.

Q And made up from the records in your office?

A Taken promiscuously from the records, yes, sir.

Q But you know the figures are the exact figures for each piece of property?

A Yes, sir, the figures are exactly right . We have leases according to these.

MR. BRENNAN: We now offer in evidence Employes' Exhibit No. 2, of September 23rd, 1919.

(Said document was marked as indicated.)

THE WITNESS: This is the October sheet (indicating).

Q Now, was this list also made in your office?

A Yes, sir.

Q And the figures given here you know compare with the records in your office as to the rents of the piece

of property?

A Yes.

Q When you say "old rent", what period does that mean?

A That means one year ago.

Q One year ago? A October 1918 and October 1919.

Q Where it says "new rent", that means October 1919?

A Yes, sir.

THE ARBITRATOR: Q Do you mean that the rent was increased from October 1919?

A Yes, sir, from the first of this month-- the first of next month.

MR. BRENNAN: We now offer in evidence Employes' Exhibit No. 3 of September 23, 1919.

(Said document was marked as indicated.)

Q Now, Mr. Baldwin, let his Honor know whether this is a specially selected list or whether it is a representative list, whether it applies to all the property under your management?

A That is a representative list. It is not made from any special section or any special building.

Q Have you generally ordered increases in rents in property that you have?

A Yes, sir, I ordered increases in all of our rents last spring.

Q And what was the percentage of increase, if you ordered a general percentage?

A About ten per cent.

Q And are you increasing rents for October 1st?

A We are increasing now for the October leases what we call our fall leases that are expiring this month and October 1st. We don't have our leases come any specific date, some come October 15th and some October 30th. Those rents will all be increased about ten per cent.

THE ARBITRATOR: Over and above last spring.

A No, those leases we made last spring run to next spring.

MR. BRENNAN: That is, over October 1918?

A Yes, sir, October a year ago.

Q Now, Mr. Baldwin, let his Honorhave an idea as to the class of property, that is, speaking of its physical condition, is it such a class of property as employes in the packinghouses might rent?

A We have a great many people that work in the packinghouses living in these flats. These lists

refer only to flats, we haven't many houses. I don't know what percentage of employes that work in the packing-houses are our tenants, but I should say probably one-fourth or one fifth of these are packinghouse workers.

THE ARBITRATOR: Plant workers.

A Packinghouse.

Q Work in the plant? A Yes, work in the plant.

MR. BRENNAN: Q Are they of the labor class of employes?

A Yes, sir.

THE ARBITRATOR: Do you undertake to find out what the earnings are of your tenants, of your working tenants?

A Well, sometimes we do, and sometimes we can't find out, they tell us they get so much an hour.

Q That is what I mean.

A Yes.

Q Whether they tell you? A Yes.

Q Now, what is the range rent, the rent range, of these lists?

A I don't quite get you.

Q The rent, the range of the rent, from what to what? A Well, for instan ce e-

MR. CONDON: From $30 to $60, that is the new rent.

The old rent was from $25 to $50.

THE WITNESS: Oh, I beg your pardon sir, you are wrong on those figures. Let me read the list if you can't do it any better than that. $30 to $60, I could not raise any rent like that in Chicago.

MR. CONDON: No, I said the range of rent.

A Oh, pardon me, I thought you said they were raised from thirty to sixty. The lowest rent in here is $22 and the highest rent here is $50, $57.50, is the highest.

THE ARBITRATOR: Q How many of them are as low as $22, $22 to $25?

A We have very few.

Q They are mostly what?

A They are mostly-- the average is about $40 per month.

Q Are there any men that work in the packinghouses, mechanics and hog butchers, laborers or any of those in that list, paying that much rent?

A Now, let me see. We don't know just what branch of work they do. They say they work over at the yards. We don't know whether they are in the mechanical department or whether they are butchers.

MR. BRENNAN: Q Mr. Baldwin, about what percentage

of colored?

A Colored?

Q Yes. A These are all colored tenants.

THE ARBITRATOR: Oh, these are all colored.

A These are all colored tenants. We have practically no white tenants at all.

MR. MEYER: North of 39th Street and East of State Street?

A No, sir, they are practically all colored.

THE ARBITRATOR: How do they do, do they fill up these apartments pretty well with people, boarders and so forth?

A Yes, they rent out some rooms.

MR. BRENNAN: Q Mr. Baldwin, I notice there are some high rentals on there for that class of workingman, that is, they appear high to me; for example, $50. Does that mean that one workingman pays that for himself and his family, or is it your knowledge or your experience generally that they sub-rent part of it?

A Now, the last three tenants on this sheet here, fifty, fifty five and fifty five dollars, these are not stock yards men. These are railroad men, and they rent out their rooms. They have eight rooms, steam heat. Those are not stock yards men. I see the man has put on here a list at random. We have some tenants

here on Rhodes Avenue and 38th Street, that were paying $20, and they were raised to $22, and we have some that were raised a little bit more than that. We have some in the same building that were paying $18, that are raised to $22.

THE ARBITRATOR: $18 to $22.

A Yes. You can take the average increase on all these rents. I didn't know that you wanted Stock Yards workers particularly, I might have picked them out.

MR. BRENNAN: No, we don't care particularly for the Stock Yards workers, just so it is representative of the class.

A That is a list of fifty colored tenants picked at random in that section of the city. Some of them work in the Iron Works and some in the Stock Yards and some are railroad men.

Q But what you have here is also true of all of your Stock Yards employes?

A Yes, sir, yes, they run about that way.

Q And what you said about raising 10 per cent applies to all the property under your management?

A All the property we have is increased about 10 per cent.

Q And that applies to about 600 pieces of property, practically all rented to colored tenants?

A Yes, sir, practically all to colored.

THE ARBITRATOR: Q Do you know this location called Back of the Yards?

A No, I don't believe I have ever been there.

Q You have no property there?

A None at all.

Q Your property is all east of that property?

A East of State Street and south of 22nd Street. It has quite a few Stock Yards workers there.

THE ARBITRATOR: Are you through?

MR. BRENNAN: I am through.

CROSS EXAMINATION
By Mr. Condon.

Q To what extent, Mr. Baldwin, do you come in personal contact with the prospective tenants?

A They come into the office.

Q Well, how many different people do you have under you looking after them?

A I have three men, my rent man, the collector, and the bookkeeper.

Q Now, do you have written leases with most of these

people?

A All of them.

Q And in their applications - I will put it another way. Do you have them prepare or sign a written application for an apartment, for example?

A Some of them we do; some of them can't sign their name.

Q Following up the Judge's inquiry, to what extent do you inquire as to the class of work they are doing at the yards, at the time that yo u make these leases?

A Well, we don't inquire particularly into the class of work they a re doing. We ask them when they work and they say "Over at the Yards." "How much do you make?" "We make so much an hour."

Q Now, let us get at that. I presume you have some recollection as to about what they say as to how much they a re making an hour, do you?

A Well, I don't know that it ever concerned me very much. I never asked them.

Q Doesn't the question of the man's ability to pay his rent concern you?

A Yes, yes, but I had not finished yet. The man who takes the application asks these men, see, and he

will come to my desk and he will say "This man works at the Yards and he makes 40 cents an hour" or "45 cents an hour", whatever he makes, "And he has got two children; shall we rent him the flat"? I glance up at the man and I will say "Yes, he looks like a good man, let him have it." I don't ask him whether he is cutting hams or slicing beef.

Q No. Well now, in looking --

A We ask them where they have been living previously, and they generally give us a reference from their former residence.

Q In looking over this list, for example, the list which is marked Employers' Exhibit No. 3 as of this date, there are 23 names on this list, Exhibit No. 3. There is one at $25, one at $22.50, another at $25, a fourth at $25, a fifth at $22.50 and one at $28., making six, and all the others are $30 running up as high as $50. Now, is it your recollection that on any of these, even the ones that are given twenty five, that you rent to men who represent that they make as low as 45 cents an hour?

A Yes, I may state we rent to men that make as low as 45 cents an hour, because in some of those cases

they rent out their rooms. We don't depend on the salary these men get to pay their rent.

Q Neither do they depend upon their salary for the rent?

A No, no.

Q Now, take 2615 Wabash Avenue, third flat. I don't resume you remember how many rooms are in that flat, do you?

A Yes, sir, I can tell you all about it.

Q About how many rooms are there?

A The man who rented that flat two or three years ago had the third floor. It was a four story house originally, made into flats some years ago. The third floor had six rooms. He rented that flat at $25 a month. Then he comes in and takes the additional four rooms on the top floor. He said he could rent out those rooms and get something, and we make the rent $30 for the ten rooms.

Q So that as a matter of fact his rent was increased from $25 to $30 beginning October 1st, but he has in addition to what he had before, four additional rooms?

A He has more rooms, yes.

Q So that he pays approximately a dollar and a quarter a month apiece for those rooms?

A Yes, sir.

Q Do you know how much he rents them out for?

A No, I don't.

Q What would be your best judgment about that?

A I have no idea what rent they get.

Q He surely rents them out for more than a dollar and a quarter a month apiece, don't he?

A I should think so.

Q To your best judgment, he probably gets as high as three dollars a month or four dollars a month, possibly?

A Well, I think they are just rented to men for sleeping quarters, not for housekeeping quarters.

Q No, but for sleeping quarters four dollars a month would not be--

THE ARBITRATOR: You mean they furnish the rooms?

A Yes, I think he furnishes the rooms. I think he sleeps men there.

MR. CONDON: Q Sleeps men there?

A Yes, sir.

Q But he will average ten cents a night out of each room, won't he?

A I should think so, yes.

Q Now then, let us take the next apartment, 4244 Wabash

Avenue, $30 a month. Have you any recollection about what kind of an apartment that is?

A Yes, sir, that is a first floor seven room modern apartment.

Q And have you any idea that the man who lives there is earning forty or forty five cents an hour?

A I don't know what his business is.

Q You don't. Do you know whether he rents out rooms?

A They all rent rooms.

Q As a matter of fact, practically every one here, maybe including the lawyer Booth, whose name appears here, rent out rooms, don't they?

A Yes, sir.

Q So that they amount-- put it another way. As a matter of fact, it has been quite general in the last two or three years in this district that some colored man would come and rent a three flat building, the whole building, and furnish it up and rent out rooms, rent out parts of the apartment?

A Yes, that is frequently done.

Q As a matter of fact, there are many cases in that district, are there not, where some men have rented as many as -- one man has rented as high as 36 apartments,

rented the whole block, and he has sub-let it out in that way?

A I have heard of that, yes, sir.

Q There has been a rather unusual demand, as a matter of fact, by colored people for houses and apartments in this district to the exclusion of everybody else?

A Yes, sir.

Q As a matter of fact, what is the comparative rent paid by the colored people there now as to what was paid by the people generally before it became distinctively a colored section? Do you get more rents now than you did then, or less?

A Well, the rent is just about the same as it was ten years ago, when it was distinctively a white section.

Q Yes, about the same as it was. And it is about the same as it was two or three years ago with the exception of ten per cent that you say you have added?

A Yes, ten per cent.

Q Now, what is your experience in the case of rentals where you do not provide heat?

A Well, we have some there that are stove heated flats. 4244 Wabash is a stove heated building.

Q Do you mean that the man pays $30 a month and provides his own heat?

A Yes, sir. That is a modern apartment.

Q Take Josh Coleman, $50. Do you remember who Josh is?

A What is his address there?

Q 3603 Indiana Avenue. A He is not a stock yards man. I think he is a railroad man.

Q Do you mean he is a royal porter?

A A royal porter.

Q And Josh, I presume, has a number of people who occupy the room when he is on the road?

A Yes, sir.

Q Now then, are there a great many of these places here which are rented out on the basis of what you might call transient and easy money?

A We don't rent any of that kind of flats.

Q That is, that you know about?

A Yes, that we know about. I think that man Coleman is a minister, or if he is not, I know a minister lives over him. It is 3603 Indiana Avenue.

Q If the minister lives over him he is under a good influence. A Yes.

Q How about Dorothy Greenup, I see she pays $55, and you have increased her rent to $60.

A I think she rents a house of fourteen rooms.

Q Dorothy does not work in the Stock Yards, does she?

A She don't do anything. She has two or three houses.

Q You mean that she rents out the rooms?

A Yes, sir.

Q I see Grant Williams, 3428 Indiana Avenue, pays $55, and also James Chiles, or Childs, pays $55, for No. 3430 Indiana Avenue. What sort of an enterprise is that?

A That is a very nice building, eight room apartment, steam heat, electric lights, modern, janitor service.

Q Do they rent out rooms?

A All of them, yes.

Q You said they all do?

A Yes. Those are railroad men, those are not stock yards men.

Q But they are colored people who rent out rooms?

A Yes, they are colored people. If I had known that you wanted particularly Stock Yards people I would have had my man pick out the list that you desire of stock yards people.

Q No, it is only interesting to know what the facts are.

A We are in rather a high toned colored neighborhood where we are.

Q I see the lowest rent paid by anybody is laid by a lawyer, lawyer Booth pays $22.50, and there is one other man, John W. Stevenson, who pays $19.

MR. BRENNAN: Doesn't that argue an increase for every one of these packinghouse employers, when even a lawyer can't do better than that?

THE WITNESS: The joke of the whole thing is, the man is not a lawyer. That is only his name.

MR. CONDON: Then Mr. Brennan's conclusions are not very logical.

MR. BRENNAN : I was a little hasty then.

THE WITNESS: That happens to be the man's name. He is a laboring man.

MR. CONDON: Q Well, Mr. Baldwin, are your renting activities confined principally to this district?

A Absolutely.

Q Andsome of your leases, I presume, have a year or two yet to run, that are carried over from last year?

A None of them for more than one year. We make out leases from year to year with all of our tenants.

Q From year to year? A Yes.

Q And these new leases are merely for one year?

A One year. We have a reason for that. If we get undesirables, we can change them next year. That is a territory where we are very apt to get some undesirable tenants.

THE ARBITRATOR: And if they don't want to stay, they won't stay anyway.

A There is not any of these people regard a lease, either financially or morally, as an obligation. We only figure on getting eleven months' rent from any of these tenants out of twelve.

MR. CONDON: Q The last month they don't pay, is that the idea?

A The last month they generally don't pay.

Q Is that a new experience in that district?

A No, it has been that way even when we had a certain class of white people there. We had the same trouble. We only figure on eleven months' rent in the year. This is not the North Shore District that we are in.

Q So that as a matter of fact in figuring up the family expense, instead of multiplying the rent by

twelve it ought to be multiplied by eleven, so far as the rent item is concerned.

THE ARBITRATOR: Who should have the benefit of that months' rent? The employer or the employe?

MR. CONDON: Simply that it is not a family expense, that is all.

THE ARBITRATOR: We are not figuring the rent.

MR. CONDON: I suppose Professor Ogburn ought to get it, it ought to be his percentage. I think that is all.

RE DIRECT EXAMINATION
By Mr. Brennan.

Q Mr. Baldwin, how many years have you been in that real estate business?

A 35 I guess, 36.

Q And you are in a genenl way conversant with the rents in the other sections of the city, particularly in the south side of the city?

A Well, I might answer that question by saying I am not.

Q So you would not know, then, whether they have gone up or gone down generally?

A I know they have gone up only from hearsay from

my friends that live out on the South Shore or the North Shore.

Q Regarding the conditions of the leases now, do they get the same amount of decoration and improvements and repairs that they formerly did?

A Practically the same.

Q About the same?

A These are all buildings, and we have to make these repairs, ~~xxxx~~ the pipes are bursting all the time and those things have to be done. So far as outside painting is concerned or things like that, we may have to put that off to save the money for taxes.

Q Do you paper the rooms with the same frequency and the same quality that you formerly did?

A Just about the same. We are using more calcimine than we do paper. We used to use paper, but we are using more calcimine, we think it is more healthy for the tenants. They have a good many living in a room, and we think it is better for the tenants than the paper on the wall.

Q And also of course it is cheaper?

A Well, it is a trifle cheaper, not much. We have to do it every year.

Q Mr. Baldwin, in answer to Mr. Condon's questions, the information was brought out that quite a number of these tenants on the leases referred to here sub-rent rooms?

A Yes.

Q Now, tell his Honor generally whether or not those sub-tenants are not paying more rent now than they did a year ago?

A Oh yes, they are allpaying more. I might say also in connection with that that I am sorry that I didn't know that you wanteda list more pertaining to the Stock Yards people. I could have had that picked out. There is a lot of these tenants that are employed by The Pullman Company and in other ways that would not enter into this case, as I understand.

BY THE ARBITRATOR: Q Are they the nabobs of the neighborhood?

A They are the nabobs, and a great many of them run automobiles.

MR. BRENNAN: Generally speaking, the 10 per cent increase you testified to would apply to them?

A Yes, it applies to that class of people.

Q But what I was inquiring about particularly a

moment ago, Mr. Baldwin, was this: If the rents have been raised 10 per cent to the tenant, the ~~principle~~ ~~tenant~~ principal tenant, has not the sub-tenant had to bear a still greater increase?

A Well, I don't know these room rents, but I have advised the tenants to raise the room rents.

Q So your testimony would be, as I understand, that something more than 10 per cent of the sub-tenants-

MR. CONDON: He has not testified to that. He has merely advised them to raise the rent.

THE ARBITRATOR: You would not know that.

A No, but I have told them the only way to do was to raise their rents, they rented out the rooms.

MR. BRENNAN: Well, from your knowledge of conditions there have they raised the rent?

A I don't mix very much with those people, and I don't know much about that, Mr. Brennan.

MR. CONDON: That is all.

THE WITNESS: I would say this, that if you would like me to make up a list of all the Stock Yards tenants we have, I could do that and come in herein two or three days and give you another report on that class of people.

THE ARBITRATOR: It would not be particularly enlightening, excepting on the one proposition that the rent has been raised, but you say that is general?

A Yes, the rent has been raised.

Q And if Stock yards workers were able to pay 40 or 50 or 60 dollars a month rent, it rather would startle all of us.

A Yes.

Q The average stock yards worker, except as you explain it by the fact that the rooms are sub-let and it is a part of the business to sub-let rooms. Do you know whether families sublet these rooms, or are sub-tenants occasionally?

A Well, we have some flats where there are two families, three families living in a flat.

Q That is, one will rent the flat?

A Yes, and rent it out to the other people.

Q And rent out to the other families?

A Yes, the other families.

Q So what I desire to get at is whether this matter of sub -letting rooms means that the sub-tenants are all single persons?

A Oh, no.

Q Have you any knowledge on that subject, or don't you concern yourself with the persons to whom they sublet?

A Well, sometimes we have two men that will come together that will want to take a flat of seven or eight rooms. We won't make a lease to two men. We make a lease to one man and let him sub-let to the other man, so that we can get possession of our premises easier than we could if we had two tenants.

Q But when you have let a building to a tenant, do you concern yourself with the question as to whether he sub-lets to families or sub-lets to single persons?

A No, no.

Q So long as the thing is orderly?

A So long as the thing is orderly and they pay their rent and take good care of the property. Some of our flats have as many as eight and ten people in the flat, two families.

MR. BRENNAN: That is all, thank you very much.

ARBITRATION

concerning Wages and Hours of Labor at the

UNION STOCK YARDS, CHICAGO

VOLUME I.

HON. SAMUEL ALSCHULER, ARBITRATOR.

G. Russell Leonard,
Stenographer.

SCREENED
By [illegible] Date [illegible]

That "2" has some reference-- there is one thing I notice while reading it, I did not think of it before I started to read it, but in reading "2" I see, -- no, it is in "3", direction of the work of others was one of the things in here for the responsible positions that required skill and included a number of other things, direction of the work of others. We have a claim here for an increased wage for what they call straw bosses, where a man has two or three or four men working under him. Do you want to ask Mr. Lane any further questions?

MR. CONDON: No.

MR. HENRY: That is all, Mr. Lane.

MELVINA THOMAS,

testified as follows:

DIRECT EXAMINATION
By Mr. Henry.

Q Please state your name? A Melvina Thomas.

Q Where do you live, Miss Thomas?

A 4345 State Street.

Q How long have you lived in Chicago? A Two years the 13th of March.

Q Have you a family? A I have myself and my little girl and mother.

Q What has become of your husband? A He is dead.

Q How old is your little girl? A Eleven years old.

Q How old is your mother? A Ninety-five years old.

Q She is dependent on you then? A Yes, sir.

Q Have you any source of income other than your work?

A Not a bit.

Q Have you been employed by any one of the big packing plants here? A Morris & Company.

Q And when did you work for them? A I have been working for them ever since I have been here until the 2nd of November.

Q That is about how long? A Ever since June going a year ago.

Q And what sort of work were you doing?

A Well, I worked from the fourth floor down to the basement. The first work there was to do was washing fat, what the men used to do.

Q Washing fat? A Yes, sir.

Q What does that work consist of? A Well, it is done in water all day long, you stand up washing fat right out of the water you see. First the water is cold, and the next it is hot.

Q Is that done entirely by women?

A Well, it used to be done by men, but lately they put

women on it.

Q Were there any men doing it when you first went there? A Yes, sir.

Q And how heavy is it, is there any lifting to be done in it? A No, there is no lifting to be done in it, just absolutely pulling it out of a tub like, you see, pull it just like that and slam it up on top under a sprinkler like and wash it just like that, but you get awful tired in this side from pulling it.

Q How long hours did you work?

A Well some weeks we would make 32 hours or 36 hours, and very seldom made 40 hours.

Q And what rate of wages did you get?

A Well, when I first went there we was getting 20 cents an hour, I believe, and then they raised it.

MR. CONDON: Q How much?

A Twenty cents and then they raised.

MR. FENEY: Q And then did you get your raise? You mean before Judge Alschuler rendered the award?

A Yes, sir.

Q You got a raise? A We got a raise.

Q Now, after the award you got another one, did you?

A Yes, sir.

Q And how much were you getting after the award was

made?

A Well, they promised to give us 30 cents an hour but we did not get the 30 cents an hour, we got 24 cents an hour.

Q And when did you quit working there?

A The 2nd of November.

Q And how much were you getting there? A Well, tha is the time they promised to give us the 30 cents an hour and we never did work up to that. We was getting from 7 to 9 and 11 dollars a week. The guarantee was $12 and we had to take out a dollar for Liberty Bonds, 15 cents for insurance, and 3 cents off a dollar for pension fund.

Q And did you make the $12 a week, did you actually get $12 in any of the weeks that you were working there?

A The highest I got there the whole time I worked there was $13.

Q Thirteen? A Yes, sir.

Q And how many weeks did you get that much?

A Two weeks.

Q The rest of the time what did you generally get?

A It was ten, seven and nine.

THE ARBITRATOR: What do you mean, ten, seven and nine?

A Ten dollars a week, seven dollars a week and eleven dollars a week, that is what we got.

Q How much was the guaranty?

A Twelve dollars. Well, the reason why that would be--

Q No, 40 hours at 26 cents, did you say?

A 26 cents.

Q 25 cents? A Yes, sir, that is what we last got.

Q But you did not get the 30 cents?

A No, we did not get 30 cents at no time, we never did work up to get that much. They always cut us off five hours a day, sometimes six hours a day or seven.

Q No, I don't mean that. I mean whether this five hours a day or fifteen hours a day, the rate was 30 cents?

A No, sir, the rate never was 30 cents, they never paid us that, no.

Q If it was five hours a day at 28 cents, it would be $1.40? A Yes, sir.

Q Ten hours would be $2.80 at that rate?

A We never did make ten hours.

Q Did you ever work over eight hours in a day?

A Well, I remember five days we made-- that was not five days in one week, but the whole thing was nine hours sometimes.

Q Did you ever work ten hours in one day? A One day, yes.

Q I mean since the award? A Since the award, that is

the week we got $13. We made ten hours for two days straight. We got $13 that week. I have all my envelopes to show every nickel I got.

MR. HENNEY: Q The week that you got seven dollars, do you mean you only got actually seven dollars?

A Seven dollars.

Q That is since the award? A Yes, sir.

Q Now, were you laid off any that week ?

A Never laid off a day when I was working for Morris & Company until I got hurt the 11th of September. Never was late a minute or nothing.

Q Did you understand that that seven dollars was not giving you as much as you were entitled to on the guaranty?

A Yes, sir.

Q Did you ask for it? A Yes, sir.

Q Who did you ask? A Well, I asked my boss man and I went down to the superintendent and he said he didn't care anything about it.

Q You say you got hurt in September?

A Yes, sir.

Q What happened? A I fell down the stairs.

Q In the packing plant? A Yes, sir.

Q How did you come to fall down? A Well, I went up to the fifth floor to get my knife sharp. I was cutting meat on the basement floor, and in coming down I fell from the cooper shop down to the cutting floor. We had to work in wooden bottom shoes down there, and I fell down a step, but I don't know how I went down, I went down so quick.

Q Were you used to wearing wooden shoes?

A I never were wooden shoes in my life until I went to Marshalltown.

Q That was on account of being so wet?

A Yes.

Q And clumsy to get around in? A Yes, sir, they were.

Q When you got hurt that time how badly hurt were you? Just tell his Honor about it. A Well, I got hurt pretty bad. I am not entirely over it now, for I have such terrible misery in my head, and also in my body. I cannot get along. And I am awful stiff. I am just like I am, and I laid in bed twenty-six days before I could move anything but my hand.

Q What was done for you immediately after it happened?

A Well, they took me from the hog house over to the beef house and kept me in there about an hour and a quarter anyway before they done anything for me, and didn't done nothing for me except give me a morphine tablet and send me home in the meat wagon, and I had to call another doctor. They didn't do nothing for me whatever.

Q How long were you in bed?

A Twenty-six days before I was able to do anything, or get out of bed either.

Q What did they do during that time?

A Not a thing.

Q Did they send a doctor? A They sent a doctor, but it was no more than you sending a cat to see a dog. That is the way he treated me.

Q Did he give you any medicine?

A Never gave me a drop of medicine the whole time he was coming. Just asked me how I feel. That is all. Walked out of the house.

Q Did he examine your hurt? A Not a bit. The first time he took my clothes down to here (indicating) but he didn't examine me down there at all. That is where my most misery is down here (indicating).

Q Did they pay you for the time you were off?

A They paid me for five weeks.

Q How much? A $30. That was all they gave me.

Q Then did you go back to work at all after that?

A Went back to work again.

Q At that same kind of work? A The same kind of work.

Q How have you succeeded in living on this?

A Well, my living was pretty bad, although I have insurance to help me out. The Eastern Star people, they helped me out some, too, whilst I was sick. Morris & Company didn't do anything for me. They paid me $3.00 a week insurance after I got up, and paid me this $30 after I got up.

Q You say $3.00 a week insurance? A Yes, sir.

Q For how long a time? A They paid me five weeks. I was home six weeks.

Q Then they paid you the $30.00 in addition to the $15.00? A In addition to the $15.00.

Q $3.00 a week insurance you say?

A Yes.

Q For five weeks? A Yes.

Q That is $15.00? A Yes.

Q And $30.00 besides that? A Yes.

Q Now, did you have any money during the last two years, that you got from some other source? A No.

Q Did you get any money after your husband died?

A Well, I got a little money that part, but my mother was living with me, and also my little girl, and I had no income at all, and I had to spend what I had to live, and I got sick from there, too, because there wasn't no insurance for myself at all, and I had to take the money to pay doctor's bills and things what I had. But this time I didn't have anything.

Q How much have you worked during the past month?

A After leaving Morris?

Q Yes. A Well, I worked one week day's work.

Q How did you come to quit Morris?

A Well, after I quit they throwed me out almost like you would a dog, and told me they didn't need me in the place again, because I might get hurt again.

THE ARBITRATOR: Q But you went back to work, did you?

A Yes, sir.

Q How long did you work after you went back?

A Three weeks.

Q What pay did you get then? A Then I got $10.00. The last pay I got was $9.00; the second pay I got $11.85.

Q Some overtime that week? A Yes.

Q What hourly rate? A Well, I didn't know what rate that was.

Q Does not your envelope say what rate you got?

A No, we don't have an envelope.

Q It just gives the total amount? A Yes.

Q Does it not statehow many hours your worked?

A No, sir.

MR. HENEY: Q You have the envelopes, have you?

A Yes, I have all the envelopes.

Q The envelopes never state the number of hours you work?

A No, never state the number of hours.

Q Just the total amount of money? A What they took off, you see, for the pension fund and the Liberty Bond and the insurance. That is all on the envelope.

Q Do you keep track ofyour time? A Well, some weeks I would and some weeks I wouldn't, because it was such a little amount I was making it was not much need of keeping track of that.

THE ARBITRATOR: Q How many worked with you on the job?

A Quite a few girls worked on the job.

Q Did not any of them make any more time than you did?

A One woman, she didn't have any Liberty Bond, she did.

Q But did she work any more hours than you did?

A No, sir, the same hours.

Q Do you know whether they were getting the same rate of pay you were? A The same rate of pay.

Q Were there any men working on that job?

A There was a man pulling a truck.

Q That particular kind of work you were doing, were there any men doing that work? A No.

Q But when you worked there it was all women doing the washing? A Yes, and the men were pulling the truck, what we put the fat in.

Q Did you do any cutting? A Yes.

Q Did you have to cut it as well as wash it?

A Not that part, downstairs I would cut meat. You see we cut meat in the morning, and wash the fat in the afternoon.

Q You might cut the same fat in the morning you washed in the afternoon? A No, we cut meat to make sausage in the morning.

Q Well, were there men cutting the meat with you there?

A No, it was women cutting the meat.

Q Did you get the same rate for cutting the meat that you did for washing the fat? A Yes, sir.

Q Who told you how to cut the meat? A Well, the boss

showed us all how to cut meat.

Q It was hog meat you were cutting? A Yes.

MR. HENRY: Q Before you commenced working there cutting meat did you see any man doing that same cutting of meat?

A Certainly.

Q When was it you commenced cutting meat?

A We cut meat all this summer.

Q And when did you last see men cutting meat, the same kind of men? A They were cutting on one table, but not on the same table the women were.

Q The same kind of meat? A No, different meat. Some cut bolougna, and some other kind of meat.

Q Did you ever see men cutting this same kind of meat that you were cutting? A No.

Q Did you before you commenced that work? A Before I commenced that men used to do it.

THE ARBITRATOR: You were told that. Did you see it?

A Yes, I seen it myself.

Q What were you doing around there so you could see it?

A We go all around the plant sometimes.

Q You say when you commenced to do that work that only women did it. What were you doing there when you saw the men doing it? A When I saw the men doing it I was upstairs, and I came downstairs.

Q What were you doing upstairs? A Washing, and they sent me down to the cutting floor.

Q That is the same day, or afterwards?

A The same day. We go in the morning in the basement to cut meat, and between ten and eleven o'clock we would go up to the fourth floor to wash fat.

Q When you went to cutting meat were there any men cutting meat? A Men were cutting meat.

A Not at the same table I was.

Q Were they doing the same work or different?

A They were doing the same cutting, but it was a different kind of meat. Like you were on that table (indicating), and another man was on that table. Everything the same but different meat.

Q At the time you saw men cutting the same kind of meat that you afterwards cut, what were you working at then?

A I was washing fat, but after a while ~~Ex~~ the war got so bad they took the men out and put us downstairs doing the work the men used to do.

CROSS EXAMINATION

by Mr. Condon:

Q You got paid piece work for that meat cutting, didn't you? A No, sir, I did not. Day work. Never got piece

work since I have been in the yard.

Q What was your foreman in the washing fat?

A Bill Gastina.

Q Was he your foreman all the time you were in the fat washing? A Yes.

Q Who was your foreman when you were cutting meat?

A Frank.

Q Did you have any other foreman while you were there except Mr. Gastina and Frank? A The only two.

Q Have you got your pay checks here?

A No, I didn't bring that here, but they are all home. I can bring them. They don't pay checks, just envelopes they put the money in. I have all of them tied together, sure.

MR. MEYER: Theypay in currency.

MR. COMDOW: Q When you worked there did you work under the name you have given here, Malvina Thomas?

A Malvina Thomas. Wait. I have my Liberty Bond receipt.

Q Did you have a number? A Yes, 10,783.

Q Is that your regular employment number?

A Yes, sir.

Q No. 10,783? A That is it.

THE ARBITRATOR: Q Is that the payments on your Liberty

Bond? A Yes, sir.

Q What became of your Liberty Bond when you left there?

A It is there yet.

Q Are you keeping up your payments on it?

A No, I am not keeping my payments, because I haven't any work to keep my payments up with.

Q Have you any understanding with them about what you have paid on it? A No, sir.

Q Did you ever have any talk with them about it?

A No, sir, because I wanted to go back to work there.

Q Oh, you wanted to go back to work? A Yes.

Q Why don't you go back to work? A I met the timekeeper, Joe, about anyway a week ago, and he told me to come back to work. I went back Monday going a week, and a little fellow who hired the girls, he said he didn't want me back to work because I might fall down the stairs again.

MR. CONDON: Q Who was he, Joe?

A Joe told me to come back to work.

Q Who told you he didn't want you? A The little fellow who hired the girls.

Q What is his name? A I don't know his name because he ain't been there long.

Q How long ago was that? A Monday going a week ago.

Q Have you been able to get any work since you quit there? A Only day's work.

Q Working out days? A Yes.

Q Now, these girls that work there, did all of them come down and cut meat? A Every girl came down in the morning and started cutting at seven o'clock, and then between nine and ten some days -- some days between ten and eleven, we would go up and wash fat.

Q Then would you wash fat the rest of the day?

A The rest of the time we would be there. We would not close all day.

Q When that was done, when you got done washing fat that day, your day's work was done?

A Done and go home.

Q How many girls were doing that in that gang?

A There used to be five of us, and they put us down to three of us.

Q Were they white or colored? A Colored.

Q All colored? A All colored.

Q No white girls employed on that job while you were there? A Not in the same department I was, but on the head table where they cut the ears there was white girls.

Q But o n the particular work you did?

A No, nothing but colored girls.

Q What part of the meat were you cutting?

A Some days we would cut bolougna, they call it, and some days we would cut pigtails, the fat off of pigtails; some days we would cut neck bone, some days the ribs; different things different days. Cut the meat off the ribs.

THE ARBITRATOR: For sausage?

A Yes, they take what they cut off the ribs for sausage. But when we cut bolougna alone, that would make the sausage itself.

MR. HENEY: Q You know Mr. Murphy, don't you?

A Mr. Murphy, yes, sir.

Q Will you let Mr. Murphy have your envelopes, so he can bring them in here? A Yes, I will.

Q Now, that you have been out of work have you been depending upon charity for food?

A Well, different Mason Brothers, different Eastern Star ladies, different friends would help me along since I have been out of work.

Q But outside of that you didn't have anything to eat? A No.

Q Well, have you had enough for your mother and baby?

A (No answer.)

THE ARBITRATOR: Have you fallen more than once?

A No.

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ARBITRATION

between

THE NATIONAL BOX COMPANY

and

ITS EMPLOYES

Proceedings had and evidence taken, beginning at 10 o'clock A. M., March 14, 1919, in the room usually occupied by the United States Court of Appeals, Chicago, Illinois, before Honorable SAMUEL ALSCHULER, ARBITRATOR.

Messrs. Chester W. deArmond,
Clifford H. Tavernier, and
S. A. Beadle,

appeared for the employes;

Mr. James G. Condon,

appeared for the National Box Co.

THE ARBITRATOR: Well, are we ready?

MR CONDON: Without desiring to appear too technical, but at the same time in order that the matter may be properly presented to your Honor, I desire to now state that I enter what would be called in the ordinary court room a special and limited appearance, for the purposes of questioning the jurisdiction of the Court in this particular matter. I presume that is a question --

THE ARBITRATOR: Of the Arbitrator.

MR CONDON: Of the Arbitrator or the Administrator or Judge Alschuler, so that we have got them all in.

THE ARBITRATOR: I will understand that. I assume that will be the nature of it. Now tell us what this is about.

MR TAVERNIER: I am representing a number of employes of the National Box Company, some of whom are still employed there and some who have ceased connection with the company, and our contention is that the National Box Company is a subsidiary of Morris & Company, and that therefore, as employes of this National Box Company, we are entitled to participate in the benefits under the award of your Honor some time ago. I do not know what the contention of the other side is. I have not any idea.

THE ARBITRATOR: Well, we shall hear that probably.

MR TAVERNIER: That is in brief our position.

THE ARBITRATOR: I don't know that they will make any contention, until they know what your contention is. I don't know. They have just entered a special appearance.

MR TAVERNIER: I see. Of course, I do not know whether this investigation is going to take the place of court procedure.

THE ARBITRATOR: Oh, no. Just take your own way of getting at it.

MR TAVERNIER: The Attorney for the other side, of course, set me thinking by entering a special appearance.

THE ARBITRATOR: Well, what he means here is, he does not want to come in here and say he wants to represent them, because I assume their claim is that the National Box Company is a perfect stranger to this Administrator, and they have not any business with him. Now, if it were Morris & Company through whom we undertake to reach this matter on your claim that this is a subsidiary of Morris', that it is their company, that is one thing, because the National Box Company as such, as a separate entity, of course, does not come under this administration. They have never agreed to come in, and you have the position clearly stated. You have the situation properly appreciated when you say that you claim that it is not in its capacity as the National Box Company but as a subsidiary of Morris & Company.

MR TAVERNIER: Yes, sir.

THE ARBITRATOR: Now, it is the National Box Company, I presume nominally. It is up to you to show that it is a subsidiary of Morris & Company. There is no limitation on you as to how you are going to do it. You can choose

your own way.

MR TAVERNIER: In furtherance of this investigation, I have requested your Honor to bring in the Superintendent of the National Box Company.

THE ARBITRATOR: Yes.

MR CONDON: Mr. Driessen, vice-president and general manager of the National Box Company, is here.

THE ARBITRATOR: Now, he is one. If you want to have more, you are entitled to have whomever you want, within reason. Will Mr. Farris be here?

MR CONDON: I called Mr. Farris on the telephone. I did not receive a copy of the letter which was addressed to both Mr. Mayer and myself, but Mr. Mayer, who is not in this matter -- at this time, at least -- read it to me yesterday, and it seems that the purpose of it was to show what interest, if any, Morris & Company had in the National Box Company. If that is the only purpose, and without attempting in any way or desiring to modify my position heretofore, I am prepared to state for the purposes of this motion your Honor may assume that Morris & Company own a majority of the stock in the National Box Company.

THE ARBITRATOR: You mean the corporation Morris & Company?

MR CONDON: Yes, sir.

THE ARBITRATOR: You heard what the counsel said, Mr.

Tavernier. Read it.

(The statement of Mr. Condon was read by the reporter.)

MR TAVERNIER: I had intended to prove that. Of course, the admission saves that much time.

MR CONDON: My experience in these matters is that there is not any use of our having any long controversies and taking up his Honor's time with a lot of matters that can be brought out, whether they are admissible or not.

MR TAVERNIER: I appreciate that.

THE ARBITRATOR: Of course, a fact has none the more or less significance because of the length of time it has taken to bring it out.

MR CONDON: As I understand it, the purpose of that letter of yours was in order that they might show whatever that fact was.

THE ARBITRATOR: That fact or any other fact they wanted to show. I did not know what he wanted to show. He said he wanted these people present. I assume it was for that purpose. Now, if he needs Mr. Farris for anything else --

MR CONDON: I can get him.

THE ARBITRATOR: Mr. Farris is not declining to appear.

MR CONDON: No. He is in an important matter this morning.

THE ARBITRATOR: If you want him --

MR CONDON: He can come right down.

THE ARBITRATOR: If there is anything you want of him, if he cannot come out now, we will have him later.

MR TAVERNIER: At this juncture I would like to ask counsel if he can kindly furnish me with a copy of the testimony given by Mr. Swift before the committee of the House of Representatives at Washington, D. C.

MR CONDON: I have not yet seen a copy.

MR TAVERNIER: You have not a copy of that?

MR CONDON: No, I never saw it.

THE ARBITRATOR: You probably were not down there.

MR CONDON: No.

THE ARBITRATOR: You did not participate in that?

MR CONDON: No; I was down there during a part of the time, when some of the men were before the committee, but I was not present in the committee room at any time.

MR TAVERNIER: Where shall the witness sit?

THE ARBITRATOR: Right here.

MR CONDON: Don't you think we had better find out first --

MR TAVERNIER: I am open to any suggestions of your Honor.

THE ARBITRATOR: Of course, logically the first question is whether these people are under the administration. Is

that all you expect to offer on the subject?

MR TAVERNIER: Oh, no, but he says Mr. Farris is not here.

THE ARBITRATOR: Well, do you want Mr. Farris?

MR TAVERNIER: Yes.

MR CONDON: Do you want Mr. Farris for the purpose of proving --

MR TAVERNIER: I want Mr. Farris or anybody, Mr. Swift or Mr. Morris or anybody, if he has the knowledge.

THE ARBITRATOR: Suppose you exhaust the knowledge of this witness. He may know something about it.

MR CONDON: If he will state what he wants, maybe I can tell him.

THE ARBITRATOR: It may be admitted, possibly.

MR TAVERNIER: I thought I had already made it clear. He said if I would state what I wanted he would probably admit it. I thought I had said it.

THE ARBITRATOR: He has admitted that Morris & Company own the majority of the stock of the National Box Company. Now, he has admitted that you could establish that by Mr. Farris, or by anybody else connected with Morris & Company who knows the facts.

MR CONDON: It is conceded.

THE ARBITRATOR: Yes, that is conceded as a fact, regardless of who would testify to it. It is a concession of

fact. Now, is that all that you want to adduce?

MR TAVERNIER: Oh, no, sir.

THE ARBITRATOR: Well, you have not asserted anything else.

MR TAVERNIER: I say it is a subsidiary.

THE ARBITRATOR: That is a conclusion.

MR TAVERNIER: That is why I say I want the witness here. I want to try and prove by the witnesses and Mr. Morris --

THE ARBITRATOR: Surely you are entitled to that. Now, the question in my mind was whether you had in mind the particular fact you wished to prove by that witness which would lead to the conclusion that this is a subsidiary.

MR TAVERNIER: Exactly so.

THE ARBITRATOR: And if you have that in mind and will state it, he may admit it. He may be in a larger admitting mood than you and I have any idea. I do not know anything about it.

MR TAVERNIER: Our contention, your Honor, is this, that the National Box Company is not an entity of itself, is not an independent company. It is a fact, as they admit, that Morris & Company own a majority of the stock.

THE ARBITRATOR: Is it your contention that that alone would make it a subsidiary?

MR TAVERNIER: Oh, no, I am not contending that at all.

THE ARBITRATOR: Your contention is that [illegible] as a separate entity but run as a part of Morris & Company?

MR TAVERNIER: Yes, sir, run and operated.

THE ARBITRATOR: Now, you are not going to be limited to even what you may know about it. There may be some things you do not know that you may want to find out, and you are entitled to have witnesses here which will enable you to find it out.

MR TAVERNIER: It is only a matter of conclusion. This can only be proved by the witnesses themselves from the other side.

THE ARBITRATOR: I understand. Very well. Now let us have, say, Mr. Farris, here at some convenient time.

MR CONDON: Yes, sir.

THE ARBITRATOR: And if you want this man, who is, I take it, an official of the Box Company, it is more than likely that he knows at least as much about it as Mr. Farris does.

MR TAVERNIER: I cannot tell until I get him on the stand.

THE ARBITRATOR: Well, you may call him if you wish.

MR TAVERNIER: Certainly.

MR CONDON: Along the same line, I think we had better get this thing in some form. Let the gentleman state his

as a separate entity but run as a part of Morris & Company?

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MR TAVERNIER: Certainly.

MR CONDON: Along the same line, I think we had better get this thing in some form. Let the gentleman state his

petition.

THE ARBITRATOR: Well, I know, Mr. Condon, you and I know how these things sometimes are. He may have, as he thinks, well grounded belief, and yet he may not have the facts, and in a sense, he may be on a fishing expedition, as we sometimes call it. Well, I think he has a right to dothat. He may catch a fish and he may not. He knows that.

MR TAVERNIER: I do not desire to take any undue advantage of the fact -- we could not take any advantage of them, but I have stated in my petition as clearly as possible, which I have furnished to your Honor, and understand your Honor to say you furnished to them, what our contention is all along.

THE ARBITRATOR: If your contention is not that this is a subsidiary of Morris & Company, you have not any case at all.

MR TAVERNIER: Exactly. I would not be here.

THE ARBITRATOR: Now, if you want to put anybody on the stand to prove that contention or conclusion, whichever it may be, call them.

MR TAVERNIER: I want to examine Mr. Driessen.

THE ARBITRATOR: Mr. Driessen.

was examined as a witness and testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

THE ARBITRATOR: Q What is your position?

A Vice-president and general manager of the National Box Company.

Q How long have you had that position?

A About ten years.

Q Where is it located? A 38th and Racine.

Q Is it in the stock yards proper? A No, directly north.

Q Directly north of the stock yards? A Yes.

Q Outside the enclosure of the stock yards?

A Outside of the line.

Q How long has it been there? A The exact date I could hardly say. About twenty years, anyway.

Q All the time you have been connected with it?

A Yes.

MR TAVERNIER: Q What is the business of the National Box Company?

A General packing box manufacturers.

Q What connection, if any, do you know, have Morris & Company and Swift & Company with the National Box

Company?

A They are the owners of the National Box Company.

Q The National Box Company is therefore being operated for the benefit of these concerns? A Not directly. We do a general box business for anyone who wants boxes.

Q How much of the product of your company, do you estimate, goes to the benefit of these companies, Morris and Swift?

A We sell to Swift and Morris about two-thirds of our output.

THE ARBITRATOR: Q What becomes of the other one-third?

A We sell to different manufacturers of different products.

Q Packers and others? A Packers and others. Any commodity.

Q What kind of boxes do you make? A We make the ordinary wooden packing box and wire-bound packages.

Q How large an institution is it? What is its capital?

A Its capital is $500,000.

Q Do you know whether it was originally founded by Morris & Company and Swift & Company, or whether they bought it?

A I could not say. That was a good many years ago.

Q Do they together own all the stock? A Yes, I think

Q Do you know in what proportions? A About fifty-five per cent of Morris & Company.

Q And the rest Swift & Company? A Yes, I think it is.

Q Do you know whether it is held by the corporations as such, or by individuals in the interest?

A I could not say.

MR CONDON: I can state that. I have inquired into it. I understand that 55 per cent of the stock is held by Morris & Company. That is, Mr. Nelson Morris is one of the directors and Mr. Timmons also is the holder of one share of that, -- purely nominal, and that 45 per cent is held in the name of Mr. Louis F. Swift, and that 45 per cent of the stock is part of Swift & Company's assets and 55 per cent of the stock is regarded as a Morris & Company asset.

THE ARBITRATOR: How many employes have they?

A Right at the present time 650.

MR TAVERNIER: Q The National Box Company was first incorporated in 1899?

A Yes.

Q And there has been a second incorporation, has there not? A Not to my knowledge.

Q Has there been an increase of capital stock recently?

Q When did that take place? February of this year, was it not? A Not this year, no. I think it was last summer.

Q The capital was simply extended and the shareholders remainedd the same? A Yes.

Q Now, the product that is made by the National Box Company and delivered to Morris & Company and Swift & Company is used in their business, is it not?

A I presume so, yes, sir.

Q You do know that, don't you? A Yes, evidently.

Q How is that product delivered? On order, or is it an out and out sale? A We contract with them and deliver it as they order.

Q Contract with the companies? A Yes, with Morris & Company and Swift & Company.

Q You keep books at the National Box Company, do you?

A Yes, sir.

Q And the accounts in those books are entered in the names of Morris & Company and Swift & Company?

A Yes, sir.

MR CONDON: What do you mean by that, the accounts?

MR TAVERNIER: The accounts between the concerns, the transactions between the firms of Morris & Company and

MR CONDON: You mean if a delivery of consigned goods is made to Morris & Company, is there a bill rendered by the National Box Company to Morris & Company for it?

MR TAVERNIER: Yes.

MR CONDON: I thought you meant probably, by your question, if you bought an order of goods, or I bought an order of goods, as to who would render the account.

MR TAVERNIER: No.

Q Now, in regard to the labor that is employed there, is labor employed independently of the National Box Company, or is there an interchange of labor between Morris & Company and Swift & Company and the National Box Company?

A I don't know of any interchange.

THE ABIRTRATOR: Q Do you have an employment department of your own?

A Yes, sir, all hired right out at the gate.

Q At the gate of your concern? A Yes, sir.

Q Is your concern enclosed with a fence? A Yes, sir. We have a regular employment man at the gate.

MR TAVERNIER: Q You have employment tickets there, tickets that you give to the people who are employed?

A I think so.

with the details of that.

THE ARBITRATOR: Q Of the employment?

A Yes.

Q You do not have charge of the employment yourself -- immediate charge of it? A No, I do not have immediate charge.

MR TAVERNIER: Q So you would not know how these tickets are made out, whether they are made out Morris & Company or National Box Company?

THE ARBITRATOR: You people would know that.

MR TAVERNIER: Yes, I do know that.

THE ARBITRATOR: Well, is it your intention --

MR TAVERNIER: Q Have you ever seen tickets like that before (handing witness a ticket)?

A Well, now, I would not state whether I did or not. I might have seen it. I don't pay much attention.

THE ARBITRATOR: Q Well, what about this ticket? Let us have an understanding.

MR TAVERNIER: It used to be Morris & Company. The tickets given to the National Box Company when they were employed bore the heading, "Morris & Company," and recently, within the last few months it has been changed to National Box Company.

THE ARBITRATOR: Q Do you know anything about [illegible]

A They may have had some Morris & Company tickets that they borrowed. As to what they had there, I could not say.

MR TAVERNIER: Q You said, of course, they might have had some. You don't know, as a matter of fact, whether they used them up to a month or so ago?

A I could not say as to that.

Q Who would be in possession of that knowledge?

A I presume our timekeeper would.

Q What is his name? A Stanley -- I could not even tell what his name is.

THE ARBITRATOR: Q Well, it is the timekeeper anyway?

A It is the head timekeeper.

THE ARBITRATOR: Do you want him here?

MR TAVERNIER: Yes.

THE ARBITRATOR: You are entitled to have him. That is a question you are entitled to find out about. Are any of your books marked Morris & Company or Swift & Company?

A The National Box Company.

Q Your ledgers and your day books and things of that kind are in whose name? A All National Box Company.

Q Have they ever been marked Swift & Company or Morris & Company? A Not that I know of.

Q Who contracts for your supplies? A Well, I do

Q Your lumber and your nails, or is there any factory that makes nails? A We make our own nails at the plant.

Q Out of the wire? A Yes.

Q You buy. You don't have your own wire factory?

A No; we buy the wire.

Q Is any of that contracted for by Swift & Company or Morris & Company? A Not that I know of. As a rule I do that all myself.

Q Well, you say, "As a rule." Do you have a mental reservation on that subject? A Well, it depends upon -- For instance, I have been away for quite a while, and I don't know whether they bought anything while I was away.

Q Where were you? A Down south.

Q Just for a temporary absence? A About four months.

Q Do you know of the practice being any different now from what it was before you left? A I don't think so.

Q I suppose whatever there would be that would be beneficial to these claimants here would have occurred probably before you went away, more likely than after you went away. So I refer only to your own knowledge of it. When you want to buy wire do you let the contracts for it?

A I do, yes.

Q Has it been your general practice? A That has been

Q Are you a member of the Board of Directors?

A No, I am not. We have someone in our organization that generally buys.

Q I presume you use a great deal of wire. Do you initial the boxes, paint them? A We paint them.

Q Do you let the contracts for the purchasing of all the materials and supplies for that purpose?

A Yes, I do that.

Q In the building of a building and making extensive changes in the plant, do you do that?

A No, I do not do that.

Q Who does that? A The Engineering department.

Q Of your plant? A Of Morris & Company.

Q How does that appear on your books? A We are charged for the work.

Q Do your books show charges, too, your --

A Yes, they show payment --

Q That is, for an extra thing like that, the building of a new building, does Swift & Company ever do any of that, or is it Morris & Company that generally takes charge of that?

A Morris & Company generally take charge of that.

Q Have you built any new buildings during the last three

don't know.

Q Who furnishes the plans? A The Engineering department.

Q When you buy lumber bills, of course there must be a great deal of lumber used there. A Yes.

Q Who directs you where to go, if anybody?

A No one.

Q You have a free hand in that matter? A Yes.

Q And do Morris & Company as such take any part in the running of your business? I don't mean such an extraordinary thing as putting up a building or something of that kind; do Morris & Company have anything to do -- undertake to exercise any direction over you?

A Well, do you mean any individuals of the company?

Q Yes.

MR CONDON: You mean if they were directors?

THE ARBITRATOR: No, I don't mean directors. But, for instance, of course, if you deal with Morris & Company to the extent of making boxes for them, they must direct what kind of boxes they want, and do you make written contracts?

A Written contracts. A written contract covering six months or a year, whatever it might be. And then each

day they send us written orders.

Q Specifying what they want? A Yes.

Q Is that so of Swift & Company? A Yes.

Q Is that so also of others with whom you deal?

A With all we deal with.

Q That is, if they are a large concern, they make a six months or a year contract and specify from time to time what they want?

A That is it.

Q And is that in that respect in the conduct of the business any different with Swift & Company and Morris & Company, any different from any other company?

A It is not handled any differently from anybody else.

Q Do you have teams for delivering? A Yes.

Q And autos for delivering? A Yes.

Q Do you deliver to Morris & Company? A Yes.

Q Or do they come? A No, we deliver all the boxes.

Q With your conveyances or theirs? A With our own teams.

Q Deliver them to the different departments where they are wanted? A Yes.

Q What is the designation, if any, on the teams and wagons? A National Box Company printed on.

Q Who are the directors now? A Mr. Nelson Morris,

Mr. Timmons, Mr. Buckham, Mr. Higbie and Mr. Chaplin. Mr. Buckham is the president of the company.

Q And you are vice president and general manager?

A Yes, sir.

MR TAVERNIER: Q How many shares does Mr. Buckham hold?

A I could not say as to that right off-hand.

Q How many shares do you hold? A I don't hold any.

Q In explaining to the Administrator about the estimates that people send in for your products and so on, that is merely to give an idea as to how much will be required by the different individuals during a certain period, is not that so?

A Just what do you mean by that?

Q They make up an estimate and send it to you of just how much they want?

THE ARBITRATOR: You mean after the contracts are made?

MR TAVERNIER: Yes.

A You mean in buying boxes?

Q Yes. Here is what I want to know. Supposing Morris & Company directed you not to sell to any other packer, you would have to carry out that order, would you not?

A Not direct from Morris & Company. If our President would tell us to do something, we would probably do what he wanted.

Q I will put it in another way. If Morris & Company or Swift & Company were to issue an order that no product was to be sold to anybody else but people they designated, would the National Box Company sell to those people?

MR CONDON: I object to that, he is assuming Morris & Company or Swift & Company will give such an order.

MR TAVERNIER: That is technical.

THE ARBITRATOR: Well, I understood him to say if his President gave him orders he would undertake to obey his President's orders. Now, if he got his orders from Swift & Company and Morris & Company, that is a different proposition.

MR TAVERNIER: Q Do you know,now? You said just now you would sell to anybody.

A I would sell to anybody.

Q Who would pay your prices? A Yes, sir.

Q Now, I am asking you another question. If Morris & Company were to prohibit your selling to other people, would not you refuse to sell to other folks?

A That occasion has never arisen, and I would not know what the supposition would be. We have always sold everybody and have always delivered when anybody ordered boxes. That is as far as I can go. As to the future, I would not know anything about it.

Q Supposing that you had an order for a lot of goods from Morris & Company and an order from Swift & Company and you also had an order from an outside person and you only had a limited supply, who would you supply?

MR CONDON: I object to that question. That is a pure question of business policy.

THE ARBITRATOR: If he has any policy on the subject. Whether the contingency has ever arisen, I do not know.

A I think I would sell the other fellow.

MR TAVERNIER: Q The small fellow?

A Yes.

Q And leave out Morris & Company and Swift & Company.

A Sure.

Q Why would you do that? A Because we are always fighting for business. We are looking for the other fellow's business.

Q You are sure of Morris & Company and Swift & Company?

A We have a contract with Morris & Company and Swift & Company, and we have not with the other fellow. We sell any number of accounts where we have no contracts.

Q Is it within your knowledge, have any accidents occurred to employes at the National Box Company while at work?

A You mean if I have ever seen any accidents?

Q Yes, if they have ever come to your knowledge.

A I presume they have.

Q When employes of the National Box Company meet with accidents, where are they sent for treatment?

A To Morris & Company's doctor.

Q Is that in pursuance of some agreement between the two companies, between the National Box Company and Morris & Company?

A Yes.

THE ARBITRATOR: Q Does your concern bear any part of the expense of that?

A Yes, sir.

Q You know Morris & Company have a sort of mutual benefit order among the men. Do you know about that?

A You mean a pension fund?

Q Yes. Do your employes have anything to do with that?

A Well, we have a pension fund of our own at our plant.

Q Disconnected with Morris? A Yes, sir.

Q Wholly separate and independent? A Wholly separate and independent.

Q To which your employes may belong? A Yes.

Q Is that a pension fund? A Yes.

Q Is there any sick benefit connected with that?

A No.

Q Do your men have access to Morris & Company's sick benefit? A I could not say as to that.

Q Are they expected to join the Morris Sick Benefit?

A Not to my knowledge.

Q Or the Swift? A No, sir.

Q Is your plant located any more conveniently to Morris than it is to Swift's? A No.

Q Do you have any connection with Swift's such as you say you have with Morris & Company, such as, for instance, the use of their Medical department in case of accidents? In any other departments do you have anything in common with Swift's?

A No, sir.

Q Then, with Morris & Company, do you have anything else in common? How about the Fire department?

A No.

Q Do you have a Fire department of your own?

A We have our own department.

Q Except, of course, as any Fire department might turn out to help anybody else in case of emergency?

A Yes.

Q Is there any primary duty with your Fire department with reference to Morris that it is not under with reference to Swift or Armour or anybody else?

A No, we are too far away from them. We must be a mile or so from them.

Q Whom whom? A From Morris and Swift. Or any of the packers, so far as that is concerned.

Q They are under no primary duty to you with reference to the Fire department? A No.

Q Is there anything else that you know, any other function that you are making joint use of, charging part of the expense to yourselves, I suppose, aside from the matter of the charging? Do you and Morris & Company have the same Law department?

A We have the same Law department. We stand our own expense on that, pay our proportion.

Q That is, if you have any legal matters, you go to the Morris Law department? A We have our attorneys down town here, the same attorneys, pay them a regular yearly retainer fee.

Q Out of your own funds? A Out of our own funds.

MR CONDON: That firm is Borders, Walter & Burchmore.

A Yes.

Q What percentage of your output would you say that Morris & Company purchase? A I just said that Swift & Company and Morris & Company have about two-thirds of the output, and Morris & Company have about twenty-five

per cent of that two-thirds.

THE ARBITRATOR: Q Swift's have the larger part of it?

A Swift's have the larger part of it.

Q Because they are a larger concern? A Yes.

MR CONDON: Explain to the Judge the question of how these applications come in from competitive bidding.

At certain definite periods Morris and Swift, or anybody else, will submit to you exact specifications, which are exact duplicates, which are submitted to the Box Board concerns, and you make your bid?

A They are sent out irregularly or semi-annually, as the contracts are made. They ask for bids and the lowest bidder gets the contract.. We have lost lots of orders with Swift & Company and Morris & Company that we bid against and were not the lowest bidders.

THE ARBITRATOR: Q Do you supply all their box requirements?

A No, sir.

Q Are there any box concerns in that vicinity?

A Yes, sir.

Q Who? A Dave Maxwell, in the yards.

Q Is he in the yards? A Yes. And at 22nd street there are a number of box plants there.

Q Well, do any of these people sell to Swift and to

Morris? A Yes.

Q The same kind of boxes that you sell? A Yes. Wooden packing boxes.

Q They bid on the same kind of stuff that you do?

A Yes, sir.

Q To Swift and Morris?

MR CONDON: Q How about the Chicago Mill & Lumber Company?

A The Chicago Mill and Lumber Company.

THE ARBITRATOR: Q Where are they located?

A They have two plants, one at Sangamon street at the river and one at the foot of Illinois street.

Q Approximately how large are these other concerns as compared with yours? A The Chicago Mill & Lumber Company I think is a little larger than we are, and David Maxwell, of course, is not as large. There is D. L. Goodwillie that sells -- quite a large plant.

MR CONDON: Q State all of the companies in this district that you are in competition with in connection with the selling of your boxes, not only to the packers, but others.

A We are in competition with every box company in Chicago.

Q How many are there? Approximate that.

A I believe there is a dozen or fifteen. I could not give the exact amount.

THE ARBITRATOR: Q Do you know whether or not in these concerns you have mentioned Swift and Morris also have stock?

A I could not say.

Q Or whether the other packers in and about the yards have stock? A I could not say as to that.

Q Do you know whether Armour & Company are interested in a box company? A I could not say whether they are or not.

Q Not for sure, but whether it is recognized as a fact out there, do you know anything about that?

A I couldnot say I am sure. Dave Maxwell is in the yards, in one of Armour's buildings. Whether Armour have anything to do with that, I don't know.

Q They are an old box company? A He was with Maxwell Brothers, and when they went into the hands of a receiver, he started up out in the yards there.

Q Do you sell Armour & Company? A We have sold them, but not recently.

Q Do you have any understanding that you are not to sell them? A No, sir. We bid against their business a great many times.

Q And sometimes you get some of their business and

sometimes you do not? A Yes, sir.

MR CONDON: Q How about some of the small packers?

THE ARBITRATOR: I was going to ask about Wilson.

A We sell Wilson. We sold him quite a little last year.

Q Do you ever sell Cudahy? A We never sold Cudahy's, no, sir. We sell the Independent Packing Company, Roberts & Oaks, the Western Packing, Willer & Hart, and a number of these other small packers around the yards.

MR CONDON: Q Do you sell any breweries?

A We sell the Conrad Seipp Brewing Company here, the West Side Brewery, the Schlitz Brewing Company of Milwaukee. One of our largest customers is the paint concern, Sherwin & Williams.

Q Paint manufacturers, aren't they? A Paint manufacturers.

THE ARBITRATOR: Before letting contracts, say to Sherwin & Williams and the breweries or the Independent Packers, or any of them, do you confer with the officials of Swift & Company or Morris & Company?

A No, sir.

Q Do the officials of Swift & Company -- say, for instance, Mr. Farris, he is superintendent of Morris & Company, does he exercise any jurisdiction or control

with your plant of any kind now?

A No, sir, none whatever.

Q Are you required at any time to confer with him except possibly on the subject of the kind of boxes that his concern may want, but in the management of your business and the distribution of your product and the making of your goods and the fixing of your prices, has Mr. Farris anything to do with it?

A No, sir, nothing whatever.

Q Have any of the salesmen or officials of Morris & Company, as such, anything to do with it?

A No, sir.

Q Or Swift & Company? A No, sir.

Q Do you know Mr. Churchill? A I am acquainted with him; yes, sir.

Q Or Mr. Burns of Swift & Company? A Yes, sir.

Q They are in a managerial capacity there?

A Superintendents.

Q Do they have anything to do with your plant?

A Nothing whatever.

Q Are you required to consult with them or with any persons in authority in Swift & Company as such with reference to the conduct of the business in any of its departments?

A Not at all. I am held strictly accountable by our officials.

Q Who is your president? A T. R. Buckham.

Q Does he take an active part in the management of your business? A In the financial end of it.

Q Is he in any other business? A He is with Morris & Company.

Q What is his business with Morris & Company?

A General manager.

Q General manager of what? A Of Morris & Company.

Q Of the entire business? A Yes, sir.

Q Oh. Mr. Farris is general superintendent, I believe.

A Yes, sir.

Q Is he there all the time? A I could not say how many times he is over at our plant. I would not say more than twice during the year.

Q Oh, you are the man who has charge of it?

A I am held strictly accountable for it.

Q You are not on the Board of Directors? A No, sir.

MR TAVERNIER: Q Directors of the National Box?

A Of the National Box.

Q From whom do you get your orders? A The President.

Q He is a member of the Board of Directors, is he not?

A Yes.

Q And he is general manager of Morris & Company?

A Yes.

Q And Mr. Nelson Morris is on the Board of Directors, isn't he? A Yes, sir.

Q He is an official of Morris & Company, is he not?

A I presume he is.

Q Well, now, is it not true that the policy of your whole business is dictated by Morris & Company and by persons having connection with Morris & Company? Is that not so?

A In what way do you mean "dictated"?

Q In any way. A In the running of our business I am held accountable for it, and I do just as I see fit.

Q I understand. Just in the immediate management. So far as that is concerned, you have the immediate supervision and control. I am talking about the larger view of it.

A Morris & Company have a controlling interest in our company, and as to the running of the business I have always done that since I have been there.

THE ARBITRATOR: Q That is, you sell to whom you please and buy from whom you please?

A Yes.

Q For instance, if you want to make a lumber contract,

do you submit that to the President?

A No, sir.

Q Or the Board of Directors? A No, sir.

Q Of course, they know what you are doing after you have done that. If they are not pleased with your doing it they will probably get another superintendent.

MR TAVERNIER: Q When do you make reports, if any, to the Board of Directors?

A Well, the financial statements are the reports. They are the only reports we make.

Q Do you make them? A Yes, our reports at the end of each month.

Q The Board of Directors hold monthly meetings?

A They hold monthly meetings, yes, sir.

Q And then they go over what has been done. If they meet at the end of one month do they then issue orders or make any dictation at all as to the policy to be followed during the coming month?

A No, sir.

THE ARBITRATOR: Q Inthe financing of your concern, I assume, of course, that if dividends were declared the different stockholders get their dividends.

A Yes.

Q Aside from the declaration of dividends and the payment

of dividends, is there any place where your finances merge in with the finances of Morris & Company?

A None that I know of.

Q In your bank account? A None that I know of.

Q In your buying or anything of that kind? A I could not say as to that.

Q Are Morris & Company your bankers? A We bank direct with three different banks in the yards.

Q When you need money in your business you borrow direct from the banks. When you have a surplus of money it remains to your credit there. Is it turned into the account of Morris & Company, for them to use?

A It stays in our own account until dividends have been declared.

Q Do they use your funds at all temporarily, if you have half a million dollars on hand, that they have the benefit of it as though it were theirs?

A No, sir, the accounts do not mingle at all.

Q No place where they meet financially so far as you know, except, of course, where dividends are concerned?

A No.

MR CONDON: Q No interchanging of accounts?

A No, not to my knowledge.

MR CONDON: Q Or kiting checks.

THE ARBITRATOR: Q Well, is that also true of Swift & Company?

A Yes.

THE ARBITRATOR: Anything you want to ask on that line?

MR TAVERNIER: Nothing further on that line.

Q Did you read the testimony given by Mr. Louis Swift Swift before the Congressional Committee?

A Well, I read parts of it, not all of it.

Q Did you read that part which related to the acquisition of the Independent Salt Company and the distribution of the output between his company and Armour & Company? Did you read that part?

A No, sir, I did not.

Q Did you read the part in which he referred to the National Box Company, and in which he stated it was operated for the benefit of Swift & Company and Morris & Company?

A No, sir, I did not.

Q Have you a copy of that testimony? A Yes, sir.

Q Is that what it states, that it is operated for the benefit of Morris & Company and Swift & Company?

MR TAVERNIER: Yes.

THE ARBITRATOR: Of course, it works out that way, from what has been stated here, from the other stockholders, and presumably the corporations are managed for the benefit

of their stockholders.

MR CONDON: Just like a coal mine.

MR TAVERNIER: Mr. Swift is reported to have stated specifically and definitely that the thing was operated for the benefit of Morris & Company.

THE ARBITRATOR: I will take notice of the fact that if they owned all the stock, if there is any benefit in the thing, that benefit ought to come to them anyway. He says they own all the stock.

MR CONDON: What counsel has in mind was that a suspicion --

THE ARBITRATOR: Possibly a working agreement.

MR CONDON: No. They tried to show that Mr. Swift had individually shares of stock in certain corporations, and then they tried to show that he was given the benefit as against the other stockholders of his individual earnings in one corporation, in which he had stock, which was being used against the advantages of Swift & Company's stockholders.

THE ARBITRATOR: You mean that was what he was trying to show?

MR CONDON: Yes, and he stated that the Independent Company's stock and the Salt Company and the Mine Company and everything else that they had, that the earnings were used and turned into Swift & Company for the benefit of all the stockholders.

MR TAVERNIER: That is all.

THE ARBITRATOR: Any questions?

MR CONDON: Not at this time, no.

MR TAVERNIER: Now, your Honor, in order to save time, I understand counsel to say just now, ~~while~~ he admits in regard to these employes that they were receiving wages not commensurate with your award to the employes of Morris & Company, because if he will do that it will save the trouble of putting them on.

MR CONDON: Why, if you will state what the wage per hour paid employes was -- This is not at all, of course --

THE ARBITRATOR: The witnesses are here probably. It will probably take less time to hear what the witnesses have to say.

MR CONDON: If he will just state it, I can verify or deny it in a minute.

A N N A M A Y S M I T H,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A Anna May Smith.

Q Where do you live? A 2800 Dearborn.

Q Did you ever work for the National Box Company?

A I have.

Q Between what dates, between what periods?

A September 19th until February 5th.

Q What year? A 1918.

Q Until February of this year? A 1919.

Q What class of work were you engaged in; what work did you do at the National Box Company? A I worked on the napping machine.

Q What did that do? A Well, it makes great long boxes, bottoms and tops, on this napping machine.

Q What did you do? A I stacked them on a truck.

Q You took the boxes off and stacked them?

A Yes, on a truck.

MR CONDON: Boxes or boards?

MR TAVERNIER: Boards, rather.

A Well, whatever it was, It was the bottoms and tops of boxes.

Q How many hours a day did you work? A Well, I worked 55 — I worked 10 hours a day.

Q How much per hour did you get? A 16 1-2 cents.

Q Is that the rate paid you for the whole period you worked there? A Upuntil the first week in January, I got 25 cents.

Q How many hours did you work then? A We worked

ten hours day.

Q How long did you work there; when did you quit?

A I was laid off the 5th of February.

Q You mean you got 25 cents the first of this January?

A Yes.

THE ARBITRATOR: Q How much were you getting just before that?

A 16 1-3c an hour.

Q Well, now, you speak of your getting 25 cents. That would be a raise of 8 1-3 cents per hour.

MR CONDON: Time and a half overtime over eight hours.

THE ARBITRATOR: That was put in operation last February.

A That was only Saturday. After 12 o'clock we got time and a half, worked till 3:30.

Q But on other days? A We worked the straight ten-hour day.

Q But did you work after ten hours? A We did not work after ten hours.

Q No extra time? A Only on a Saturday.

Q Now, did all of the employes, so far as you know, get that rise the first of January? A Yes, they all got that, the women. The women and children all got a rise.

Q Is this complaint by men and women?

MR TAVERNIER: Yes.

THE ARBITRATOR: Q And during all of 1918 you were getting 16 1-2c an hour?

A Yes.

Q For a ten-hour day? A Yes.

Q Did you ordinarily work full time? A Yes, we worked full time.

Q Was there any change made at all after March 30th, after this last March 30th? A This last March?

Q Last year, March 30th? A There was not any made then.

Q No change made during the whole of 1918?

A Well, you see, I went to work there in September.

Q Last September? A Yes.

Q You don't know what the conditions were before that?

A No.

MR TAVERNIER: Q When you were employed did you receive an employe's ticket?

A Yes.

Q Do you remember how it was marked? A It was headed "Morris & Company".

Q A ticket resembling that? (Showing witness a ticket)

A Yes, only at the top was marked "Morris & Company."

THE ARBITRATOR: Q Printed?

A Printed, just like that, only where that says, "Inter-

national Box Company" it said, "Morris & Company."

MR TAVERNIER: Q Do you remember when this change took place?

A That has been changed in September of this year, because I heard them talk about it in our department.

Q Were you ever sick while there? A Yes, I was.

Q Through accident? A No, just through a heavy cold, being in the draught.

Q You did not have to have any medical treatment?

A No.

THE ARBITRATOR: Q Did you belong to any sick benefit fund?

A They did not have any.

Q Were you ever asked to join any sick benefit fund at Morris' or anybody else's? A When I worked at Morris' they had one.

Q While you worked here? A No.

Q When did you work at Morris'? A I worked at Morris' two years ago.

CROSS EXAMINATION

By Mr. Condon.

Q Miss Smith, do you know what an eight-hour basic day means? A Do I know what?

Q What an eight-hour basic day means. A Why, I don't know.

Q Did you get 25 cents an hour for eight hours a day and then time and a half for the other two?

A Yes.

Q So that instead of getting 25 cents an hour for ten hours a day you got 25 cents an hour for eight hours and 37 1-2 cents for two hours every day, didn't you, except Saturday, when you only worked five hours?

A I didn't get no time and a half only Saturday.

THE ARBITRATOR: Q Well, did you work ten hours?

A Yes, we worked ten hours all through January.

MR CONDON: Q Have you got your tickets with you?

A Yes, some of them.

Q What were your wages for the week ending the first week in January? A Well, I think it was $14.00, because they gave a rise in the middle of the week.

Q Well, take, for example, the last week in January, just merely for the purpose of getting at it the other way.

A I got $15.12, because they took off for the Liberty Bonds.

Q That is what you got? A Yes.

Q How many hours did you work that week?

A I worked 58 hours that week, because 3:30 on the Saturday and they gave me time and a half.

Q How much did you get? A $15.12.

Q Plus $1.00 would be $16.12. A Well, you see, they take a dollar off for Liberty Bonds, which would make $16.12.

Q And you say you worked 58 hours? A 58 hours that week.

Q How long on Saturday? A Till 3:30. Then you get time and a half. That time and a half came in after 12.

Q It is your idea you only worked three hours after time, for which you got paid time and a half, is it? As a matter of fact your wages averaged for that week that you are speaking of 28c an hour, did they not?

A No, it was 25 cents.

Q If you will divide $16.12 by 58 it makes 28, does it not? With the exception of minus 6. So that your wages for that week would have averaged 28 cents an hour?

A Yes.

Q Now, does it not appear to you clearly that in order to make 28 cents an hour for 58 hours you would have to have overtime for more than three hours?

A Well, the way I figured from this, from 7 until 12, I go to work at 12:30 and quit at 5:30, and work until 3:30 on Saturday, and got time and a half for Saturday afternoon.

MR CONDON:
The fact of the matter is, this whole matter was

before the War Industries Board. Practically 400 people in this concern belong to the Box Makers Union, with whom there is a union agreement.

THE ARBITRATOR: These are matters that she might not know about.

MR CONDON: But the fact is that the War department last September, and again in January of this year, had this matter up, and they disposed of a good many. That is all.

MR TAVERNIER: Q You are not a member of the union?

A The boys that Iworked with are union boys.

Q I am asking you, are you? A No.

MR CONDON: Q Where did you work between the time you left Morris and the time you went to work for the National Box?

A For the Yellow Taxi.

Q You mean in their office or where? A Cleaning cars for the Yellow Taxi Company.

Q Cleaning cars at their garage? A Yes.

THE ARBITRATOR: Q You say you did not belong to the union. Do some of the girls belong to the union?

A They didn't have any union at all.

Q None of the girls belonged? A None of the girls.

Q Did the men belong to the union? A Yes, those who ran the machine.

Q Did all the men belong to the union or did some belong and did some not? A Some belonged and some did not.

Q Were there different rates for those who belonged to the union and those who did not? A I don't know anything about that.

Q Did you girls try to belong to the union, or anything of that kind? A Yes, when the union boys had a strike we asked Mr. Furlong something about it, and he said it was unnecessary.

THE ARBITRATOR: Q Who is Mr. Furlong?

A Why, he is one of the foremen out there, managers.

Q That is, he works for the Box people?

A Yes, he works for the Box people.

THE ARBITRATOR: I suppose whatever there is about this War Board will be brought out some time, but probably she knows nothing about it.

Q Did you make any complaint to anybody about your wages? A Yes, once we did.

Q When? A When they were taking up money for the boys over there to build up a library, right after peace was declared, or just before. We said something to Mr. Iker about it, because he fired all those who did not consent to paying a dollar and a half to this fund they were getting up. I suppose quite a few of them kicked on it, and he

said it meant a dollar and a half or they didn't have any job.

Q Who was he? One of the bosses? A One of the main bosses. He said, "It is up to you. You can consent to give $1.50 or else you don't have any job."

Q Well, of course, that is not a matter that I have to deal with, except as you bring it out incidentally. But what I want to get at is this, whether you girls made any complaint about your wages before that?

A Yes. During the good time when they would want to take off something for the soldiers or Red Cross or something like that, we didn't feel we were making enough at 16 1-2c an hour, and whenever we would speak about it, they said, "Well -- "

Q What I meant is, whether you ever made any demands for more wages, except as it is now made, or was presented through these lawyers.

A No.

Q That is the first you knew anything about it?

A Yes.

Q Now, did you know about this wage arbitration going on here for the packers the past year? Have you heard about it?

A Why, yes.

Q I suppose you all heard about it. When was the first time that it was put into your mind, if it ever was, that the suggestion was made to you that you were entitled to the same award they were getting in the stock yards proper?

A When I first went to work out there I was told that the National Box factory was owned by Morris & Company.

Q I see. You did not work there before September.

A No.

MR CONDON: Q By the way, Miss Smith, you got a bonus at the end of the year of 10 per cent?

A Yes, at Christmas.

Q Everybody who worked there at Christmas time got a 10 per cent payment of what they earned from the first of January, 1918, up to the first of December, 1918, didn't they? Everybody in the plant, without regard to sex?

A Yes.

MR TAVERNIER: Q Now, in regard to that bonus, if you were not working there on the 24th of December, although you might have worked there ten months, you didn't get any bonus, did you?

A The time went on the last Saturday of November. After you were hired -- if you were hired after November, you did not get anything.

Q If you were not working there at that time you would

not get anything? A No.

Q Although you might have stayed there nine or ten months and left, you would not get any bonus?

MR CONDON: It is a condition of the bonus that they must be there, unless you were sick or something.

H A Z E L T. L U C A S,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A Hazel T. Lucas.

Q Where do you live? A 5123 Indiana avenue.

Q Did you ever work for the National Box Company?

A I have.

Q Between what period? A I worked there from January 3rd, 1918, until December 24th, 1918.

Q In what department? A I worked in the Wire Band.

Q What were your duties there? A I cut and stamped boards onthe trucks from the equalizing saw machine.

Q How many hours a day did you work? A I worked ten hours a day.

Q What wages were paid you? A When I first went there I got 13 1-2c an hour.

Q Did you get a rise later on? A In May I got 15c

an hour and in September we got 16 1-2c an hour for eight hours, and time and a half for two hours.

THE ARBITRATOR: Q That was in September?

A Yes.

Q Was that general? With all of the girls there?

A Yes.

Q And the men, so far as you know? A Yes, sir, so far as I know.

MR CONDON: That was established by the War Department Industrial Board.

THE ARBITRATOR: But that raise -- as I recall it, she said 16 1-2c an hour.

MR CONDON: Yes; time and a half over eight hours.

THE ARBITRATOR: But not the raise from what they were getting to the initial basic eight-hour rate of 35 per cent more at that time.

MR CONDON: Just. It was in May, 1918, it was straight ten-hour day time. In September it was changed to the basic eight-hour day time.

THE ARBITRATOR: Let us see. Maybe we don't get it right. Just before September what were you getting?

A Fifteen cents an hour.

Q The other girls doing the same work, if they had been here a little longer, were getting 16 1-2c?

A No, 15 cents.

Q Then you were raised in September to what?

A 16 1-2 cents for eight hours, but we worked 10 hours and we got time and a half for those two hours.

THE ARBITRATOR: Q On the basis of 16 1-2c?

A Yes, sir.

Q That is, for the next two hours you would get 16 1-2c plus 8 1-4c? A Yes.

MR CONDON: 24 3-4 cents.

THE ARBITRATOR: 24 3-4 cents for the two hours.

A Yes, sir, for the two hours.

Q And that is the way it continued up until you left?

A Until I left.

MR TAVERNIER: Q You started in at 13 1-2c?

A Yes.

MR CONDON: Q Then in January it was raised to 25c.

THE ARBITRATOR: Last January.

MR CONDON: Yes, after she left.

THE ARBITRATOR: Q Did you get the bonus?

A Yes, I got a bonus.

Q How much bonus did you get? A I got $37.52.

Q That is, in December you got that? A Yes, the 24th day of December.

Q Now, if you know about Mr. Tavernier asking for further

pay for you girls, when did you first hear of that?

A Just lately.

Q Just lately? A Yes.

Q Now, when you were working along there during the year, was there ever any demand made by any of you girls for more pay, that you know?

A No, we didn't go to anyone.

Q Just discussed it among yourselves? A Just discussed it among ourselves, and I just stayed long enough to get my bonus. I was there last January, and it was cold, and I said, "Well, as long as I stayed until summer time I would stay until I got my bonus, and I wouldn't lose that, because we were not getting enough money, and that is why I quitand got seven and a half a week and seven, thirty-five, and when they raised we got $9.00, and they took out for the Red Cross and Liberty Bonds, and we complained to Mr. Furlong, but they wouldn't raise. Everything going out and nothing coming in.

Q When did you complain? A Well, any time, you know, they told us to donate money.

Q Whenever they told you, you said you were not getting enough? A Yes, and they said, "Well, you just will have to quit if you don't donate."

MR CONDON: Q Where are you working now?

A Mid West Candy Factory

Q Where is that? A On Ashland and Loomis.

THE ARBITRATOR: Q What do you do there?

A Make candy.

Q What do you average there? A It is according to how much I do.

Q But on an average for eight hours a day? Do youwork over eight hours? A $18.00. We get $3.00 a day and $2.50.

THE ARBITRATOR: Q You vary, of course.

A Yes.

Q But in working a certain length of time it would average so much? A The more you can do.

Q $2.00 to $3.00 in a nine hour day?

A The more you get, yes.

MR CONDON: Q How much was your check last week?

A Last week I got $19.00.

MR TAVERNIER: I don't know what is the purpose of counsel asking where she is at present employed.

THE ARBITRATOR: The purpose is to know how much money they are getting. He is not going to try and get her job.

MR TAVERNIER: I trust not. I don't want to suggest that, but I want to say this, that when I first came into the matter the names were with-held.

THE ARBITRATOR: I would not sign his bond on every proposition, but on that I would.

MR TAVERNIER: I think it is my duty to do that.

MR CONDON: Oh, you don't need to worry about that. There is not any such thing going to happen.

MR TAVERNIER: There has been very recently -- people have been very reticent and almost afraid to come here, because they know what it means to them.

E S S I E H I N T O N,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A Essie Hinton.

Q Where do you live? A 4117 Wabash.

Q Did you ever work for the National Box Company?

A Yes.

Q Between what dates? A I begun working there the 4th Saturday in November '17.

Q When did you stop working? A I was laid off the last day of January, '19.

Q You worked there a year and seven months, then?

A Yes.

Q How many hours a day did you work? Ten all through?

A Sure.

Q What was your wage during the first part?

A When I first started it was 13 1-2c an hour.

Q When did you get a raise? A In May, it was 15c an hour.

Q Did you get another raise? A Yes.

Q When? A September.

Q To what? A 16 1-2c an hour.

THE ARBITRATOR: Q How about overtime?

A Time and a half for overtime after eight hours.

Q Did you get another rise? A Yes.

Q When? A The first of January.

Q To what? A 25c an hour.

Q You quit the end of January? A Yes.

Q What department did you work in?

A The Napco department.

Q What was the nature of your work there? What did you do? A I was feeding cleats on a bottom and top machine.

Q When you were first hired did you get a ticket?

A Yes.

Q Something looking like that? (Handing witness a ticket)

A Well, it was like that only it had "Morris & Company" on it.

Q "Morris & Company" at the top. All the girls, all the employes who came there got one of these tickets with "Morris & Company" at the top?

A Yes.

Q Did you ever meet with an accident or anything while you were there? A No, sir.

Q Do you know of any of the employes, any of your fellow workers, meeting with an accident over there?

A No, sir.

THE ARBITRATOR: What do you want to show by her?

MR TAVERNIER: I want to show where they got treatment.

THE ARBITRATOR: The superintendent has admitted they got their treatment at Morris & Company.

MR TAVERNIER: You may ask her.

CROSS EXAMINATION

By Mr. Condon:

Q You got a 10% bonus, didn't you? A Sure.

Q How much did that amount to? A How much did I get the 24th of December? $39.12.

MR TAVERNIER: Q Now, this bonus, was that paid to everybody? Supposing now you went to work in December?

A I went to work in November, 1917.

Q Supposing you would quit in September, 1918.

Would you have got a bonus? A No.

Q No matter for what cause you quit you would not have got a bonus? A No.

Q In other words, only the people who were in the employ of the company on the 24th of December received a bonus?

A Yes.

THE ARBITRATOR: Q Did you work steadily from the time you were employed until November, the time you began work there, did you work steadily up to the time you quit?

A Well, January, 1918, I was laid off a lot. Then I was sick in March.

Q Well, when you applied for work there where did you go to get the work? Did you go to Morris & Company?

A No, I was hired there.

Q Right there in that plant? A Yes.

Q But the tickets, you said they had printed on the top of them, "Morris & Company."

CROSS EXAMINATION

By Mr. Condon:

Q You know of girls, don't you, who got the bonus, who were not actually there in December, but who were sick? In other words, you would be entitled -- those who were sick got the bonus, even though they were not actually at work in December. Isn't that a fact?

A Why, I think they were all at work on that day.

MR CONDON: I don't think your Honor brought out by Mr. Driessen that they are charged a certain amount by Morris & Company for this medical attention which is given.

THE ARBITRATOR: I think he did testify.

D E M P S E Y P A R K E R,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavenier:

Q What is your name? A Dempsey Parker.

Q Where do you live? A 3849 State street.

Q Did you ever work for the National Box Company?

A Yes, sir.

Q Between what period? A I went there in 1918, February.

Q When did you quit? A The 24th of December.

Q In what department did you work? A I worked in the loading gang, we called it out there, I loaded cars and wagons.

Q How many hours a day did you work? A Ten.

Q Right through? A Sometimes we worked later than that. We worked over time after ten lots of times.

Q What wages did you receive, what per hour?

A 36c an hour for eight hours after 3:30.

Q When did you go to work there? A In February, 1918.

THE ARBITRATOR: Q Did you get extra time after eight hours as far back as February?

A I got time and a half after eight hours.

Q As far back as February, 1918? A No, sir; no, sir.

Q He started you from the beginning. What were you getting there when you went to work? A 38 1-3c an hour.

Q And you worked ten hours? A Ten hours.

MR TAVERNIER: When did you get a rise?

A I got a rise in May.

Q To what? A 33 1-3c.

Q And you still worked 10 hours? A Still worked ten hours.

Q Did you get another rise in September? A Another rise in September.

Q Then the time was changed to eight hours?

THE ARBITRATOR: Q What was your pay in September?

A 36c an hour then.

Q Time and a half after eight hours? A Yes.

Q How many in your loading gang? A Oh, there is ten or twelve in my gang.

Q Are there many men employed in that factory?

A Oh, yes, six or seven hundred, I should think.

Q I mean as between men and women, what proportion?

A There is more men than women.

Q Do you know what they were paying other gangs besides yours, common labor, for instance, if they had any.

A As a rule we loaders get more than the other fellows. What we call the loading gang.

Q What did you load cars for? A We loaded them for the yards, for Swift & Company.

Q Now, goods that went to Swift, would you put them in the railroad cars? A They have cars of their own, marked "National Box Company."

Q Railroad cars? A Yes.

Q Just built -- A For their use.

Q -- for boxes, or was it just a common railroad car?

A No, it was a long car, Then they used railroad cars, too.

Q Do you load for Swift, too? A Swift & Morris.

Q Did you load for other people, too? A Yes, sometimes a little beer for Detroit, beer boxes for Detroit.

Q Whatever was delivered by wagons you had nothing to do with that. If it was carried out by your concern?

A I loaded wagons every day, too.

Q For Swift and Morris? A For Swift and Morris.

Q And for other packers? A Well, Omaha.

Q The Omaha Packing Company? A Yes.

Q Well, I mean the Independent, Roberts & Oaks, did you know where it was loaded for? A Yes, we had a ticket. Sometimes I would get a ticket, I would just have to load them, I wouldn't know where they were going.

Q Do you still work there? A No.

MR CONDON: He quit December 24th. Is that what you said?

A Yes.

THE ARBITRATOR: Q Well, were there men there who got more pay than you? I mean working men.

A Not colored.

Q White men? A Those who work on the machines.

Q But take the loaders, were they all colored?

A White and black.

Q Did the white get the same pay as the blacks on the same job? I wanted to know whether they discriminated between whites and blacks on the same job.

A They all got the same.

Q Were there white girls working there, too?

A Some few.

Q Mostly colored girls? A There was them. There is more white, they tell me, now, since I left.

MR CONDON: Q Since the rise?

A Since the rise. They let the colored girls go.

MR TAVERNIER: Q In regard to this bonus, what was the practice there in regard to paying the bonus? What entitled you to the bonus?

A You have to put in steady time. If you laid off three days and didn't notify them, you lost it.

MR CONDON: Q It was a service bonus?

A If you quit you lose it just the same.

Q No matter how much time you put in?

A No matter how much time you put in.

Q If you quit, you lost it? A Yes.

Q If you were discharged, you lost it? A Yes.

THE ARBITRATOR: They give it to all their employes?

A Yes.

Q Swift & Company or Morris & Company didn't give it to their employes, did they? A Yes.

Q No. I happen to know. To weekly employes they did, but not to steady time. I happen to know about that.

Q Well, probably they were getting more money?

A Yes, sir, they were making more money than we were making.

MR CONDON: No questions. One of the points that I desire to have your Honor take into consideration is that

even if Morris & Company and Swift & Company were the owners of this plant, and even though it was not any part of the business that was contemplated under the original agreement, in other words, that agreement was contemplated with reference to the packing of meats and by-products, etc., and hasn't anything more to do with the box factory than it has with a coal mine or a jewelery store. That is one of the points I want your Honor to keep in mind.

THE ARBITRATOR: It has been revolving about my mind, I assure you. I assumed that would be one of the questions in the case, and a serious question. Go ahead, Mr. Tavernier.

MR TAVERNIER: I have exhausted the witnesses I have here.

THE ARBITRATOR: I think Mr. Tavernier is entitled to have here the persons he would like to examine -- reasonably. Of course, you cannot take the whole population out, because you don't need it. Indicate which ones you want.

MR TAVERNIER: I would like to have Mr. Swift, or the testimony that he gave.

THE ARBITRATOR: I think probably Mayer would have that, wouldn't he?

MR CONDON: No.

THE ARBITRATOR: I think we know in a general way what

it is, but there must be a copy of it here somewhere, and if you can get it for him.

MR CONDON: I don't imagine it has ever been written up, or not printed in the committee records.

MR TAVERNIER: Mr. Morris was down there, and gave testimony, and I have a copy of his testimony.

THE ARBITRATOR: You mean a printed copy?

MR TAVERNIER: Yes, a printed copy.

MR MOLLISON: Swift & Company say they will send me a copy as soon as it is printed.

THE ARBITRATOR: Is it your information that it is substantially like Morris' statement?

MR CONDON: I was not there during Mr. Swift's testimony.

THE ARBITRATOR: We will give you an opportunity to get it. You think you want Mr. Farris?

MR TAVERNIER: Yes.

THE ARBITRATOR: And you want the foreman?

MR TAVERNIER: Yes.

MR CONDON: What foreman?

THE ARBITRATOR: The timekeeper.

MR CONDON: Oh, the head timekeeper?

MR TAVERNIER: The gentleman of whom Mr. Drissen spoke.

THE ARBITRATOR: Now, we probably cannot have them here this afternoon.

MR TAVERNIER: Oh, no, sir.

THE ARBITRATOR: Will Monday morning suit you?

MR CONDON: I think so.

MR TAVERNIER: I have a case in the morning. Two o'clock will do all right.

THE ARBITRATOR: Monday afternoon at 3 o'clock.

MR CONDON: It seems to me -- Of course, your Honor is the best judge of how you wish to proceed, but it seems to me we ought to get down to the question of whether or not it was ever contemplated, before we spend all this time doing this.

THE ARBITRATOR: Oh, there won't be much time spent doing this. This cannot last long in the nature of things.

MR TAVERNIER: I have not any desire to spread it out either.

Adjourned to 3 o'clock P. M.

Monday, March 17th, 1919.

March 17, 1919.

2 o'clock P. M.

Met pursuant to adjournment.

Present, as before.

W. B. F A R R I S,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A W. B. Farris.

Q Mr. Farris, are you connected with Morris & Company?

A I am.

Q What official position do you hold?

A General superintendent.

Q For how long a time? A I have been general superintendent since 1904.

Q Up to the present time? A The present time.

Q As superintendent for Morris & Company, you are well acquainted with the operations of the company. What connection, if any, has Morris & Company with the National Box Company?

A You stated that I was well acquainted. That is with the packing industry. My jurisdiction extends over the packing end of it. As superintendent of the Morris &

Company packing plants, I have nothing to do with the National Box Company. It is not under my jurisdiction at all.

Q At any time is it within your knowledge that employes of Morris & Company have been transferred to the National Box Company and done work there for the National Box Company while receiving wages from Morris & Company?

A I think yes, that there have been cases where the National Box Company wanted a mechanic of some description, and they would get one from Morris & Company. I don't know. Maybe some of the others do.

THE ARBITRATOR: Q You mean some of the other packers?

A Some of the other packers there on the outside. They would come to us if they wanted a mechanic, and we would charge him to them, just the same as if we would send them to someone else.

Q That is, you would pay them and charge their time up to the National Box Company? A Yes.

Q They would remain your employes? A Yes.

MR CONDON: Q You say somebody else. What do you mean by that?

A The thought just occurred to me that if they wanted a certain type of man they might get him from a certain box company or might get him from us.

MR TAVERNIER: Q You are just supposing that?

A Yes. A certain type of man they would have to get somewhere. If we did not have him they would have to get him somewhere else.

Q That is an assumption? A Yes.

Q But you know from your own knowledge that as to your employes, when they went over to the National Box Company they received the same wages that Morris & Company paid them?

A Yes. They would be on our payrolls and we would charge the National Box Company for whatever hours they put in over there.

THE ARBITRATOR: Q Does that often happen?

A No, it does not happen to my knowledge -- very seldom.

MR TAVERNIER: Q About once a month?

A I could not say. Once in a while I know they would want an electrician. It would be reported to me that an electrician had been sent over to the National Box Company.

Q How about steamfitters? A It may be a steamfitter, may be a machinist, but it is quite rare.

Q You remember when the award made by Judge Alschuler went into effect? A The first award?

Q Yes. A Yes.

Q Now, that award affected all the employes of Morris

& Company, didn't it?

A I would say all those that are engaged in the packing industry in the cities mentioned.

Q For instance, it affected coopers?

A Yes, in plants.

Q It affected teamsters? A In some places.

Q In your company? A No. In our Chicago plant it did not affect teamsters. As the Judge knows, we had an agreement with the teamsters, and if you will recall his award, those men that we had agreements with did not come under his award.

Q They were specially excepted because of an agreement?

A Yes.

MR CONDON: Pardon me. You say "specially excepted."

MR TAVERNIER: Because of the agreement.

MR CONDON: I take issue with you. There was nothing in the substation specially excepting.

A I think it specified "excepting those on which working agreements were in force."

THE ARBITRATOR: No, it did not say that.

A Words to that effect.

THE ARBITRATOR: There were no such words. There were no excepting words, but in going into the matter afterwards it was considered on all hands -- I don't recall there

was any controversy about it -- that where they did have a contract they would not violate their contract. The men would not. But they did make arrangements between the company - voluntary arrangements in most instances - between the company and the men for certain increases.

A Yes, that is true.

THE ARBITRATOR: Although it really never became a question.

A But the men themselves did not make that application. That is what I had in mind.

Q No, they did not assume with their special agreements that they came under the award, although the award said nothing about them.

MR CONDON: And the agreement did not say anything about them.

THE ARBITRATOR: The agreement said nothing about them.

MR CONDON: That same thing was true with reference to many other employes, Mr. Tavernier, beside the employes of the yards.

MR TAVERNIER: I see.

Q Do you know anything, Mr. Farris, in regard to the system of ordering packages from the National Box Company for Morris & Company?

A Yes. We order boxes on requisition, just the same as

I think we did on other concerns we buy boxes from. We buy boxes from three or four other concerns, four or five, outside of the National Box.

Q Outside of the National Box Company? A Yes.

Q Have you any knowledge as to the output - the ratio of the output of the National Box Company used by Morris & Company?

A No, I have not.

Q You have not? A No, sir.

Q In regard to the issue of Liberty Bonds, Mr. Farris, I understand that a number of Liberty Bonds were sent over from Morris & Company to the National Box Company. Is that true? And there disposed of?

A If so, I do not know of it at all. I was one of the committee -- chairman of one of the committees, but I have no knowledge of that.

Q Within whose knowledge would that matter come?

A Why, I would imagine probably the secretary of the company.

Q Of your company? A Yes. If I happened --

MR CONDON: What is it you mean? So we can get a better idea?

MR TAVERNIER: Liberty Bonds. I understand that the National Box employes -- they were issued by Morris & Company

and the money paid for them was found by Morris & Company.

THE ARBITRATOR: You mean that it came in on the Morris & Company allotment of bonds?

MR TAVERNIER: Exactly, yes.

THE ARBITRATOR: That is, the committees would say Morris & Company can take one or two or three million dollars and they would take it, and then they would have their employes buy, and your contention is that among those to whom Morris & Company's allotment went was in part to the National Box Company?

MR TAVERNIER: Exactly.

THE ARBITRATOR: And they in turn spread some of it onto their employes?

MR TAVERNIER: I am asking Mr. Farris if as a matter of fact that came within his knowledge.

THE ARBITRATOR: He says he doesn't know.

A No, I know nothing about that at all.

THE ARBITRATOR: Probably Mr. Drissen may know about that.

MR TAVERNIER: Yes, I will recall Mr. Drissen.

THE ARBITRATOR: Get through with Mr. Farris first, so we won't get mixed up.

MR TAVERNIER: Yes, sir. I believe that is about all I want to ask of Mr. Farris.

CROSS-EXAMINATION

By Mr. Condon:

Q Mr. Harris, as I understand it, in connection with a mechanic occasionally, or in the event that someone was injured or taken ill at the National Box, they might send to Morris & Company and ask a doctor to come over?

A Yes.

Q Now, you have in Morris & Company a department which you called the Employes Benefit Association?

A Yes, sir.

Q Now, if the doctor from Morris & Company went over there in response to that call, would there be a charge made to the National Box Company for that service?

A There would.

Q And to whom would that -- How would that be entered on the books of Morris & Company?

A It would be credited to the E. B. A. department.

Q Employes Benefit Association? A Yes.

Q Now, are those doctors and people who are employed in that department salaried people? A Yes.

Q Now, then, say for example with reference to the printing. Has Morris & Company a printing plant?

A We have a small printing plant that we do considerable of our own work in.

Q Now, has it happened that at different times the National Box Company have ordered printing of Morris & Company?

A Yes, I think they do. I am pretty sure they do.

Q And when that is done, was there any bill rendered to the National Box Company for that and credited to that department when paid?

A Yes, I am satisfied they do, because we do work for several concerns, and it is an understood fact that what we call a requisition is made for that and goes through our books and is charged for whatever the work amounts to.

Q How often -- take for the last six or seven years as a period, -- would you say you had been in the National Box Company's plant?

A I don't believe I have been there, Mr. Condon -- well, I know I have not been over there in five years. I think it is probably six or seven since I have been over there. They had a fire over there one time and I was there.

RE-DIRECT EXAMINATION

By Mr. Tevernier:

Q The boxes that you get from the National Box Company, or the packages, whatever they might be, how are they used? For what purpose are they used?

A For packing meats and food products, lard, etc.

Q And those boxes, of course, are just as essential as the packages you make in your own plant?

A No, we don't make any of those in our plant.

Q What do you use coopers for? A Oh, coopers. But I thought you had in mind boxes.

Q I am saying, those packages you got from the National Box Company are just as essential as those made in your own plant?

A I think that is true.

Q Supposing an employe is dismissed, supposing a former employe of the National Box Company loses his job, is dismissed or something like that, and you knew the fact, would you employ him at Morris & Company?

A I see no reason why we should not.

Q I am asking. A I don't know that we ever had a case of that nature, but I don't know any reason why we should not employ him.

THE ARBITRATOR: That is, would there be any different rule or procedure on the subject than if he had been dismissed from Armour & Company or the Independent Packing Company or from Swift's?

A No, sir.

Q Would you employ any different rule, or is there any

different process or different way of reporting or different interchange, if there is any, then there would be between any other company, outside institution?

A Why, I would not consider that there was any difference at all.

MR TAVERNIER: And vice versa. Supposing an employe had been dismissed from Morris & Company and sought employment at the National Box Company, of course, you are not connected with the Box Company, you say, but do you know whether any steps would be taken to prevent his obtaining employment?

A There would be in no way, only by application. If he was a clerical man and made out an application, if he had worked for Swift & Company or Morris & Company, no doubt the National Box Company would ask on his references what kind of a man he was. That is the policy followed in their investigations in clerical men.

Q Unskilled labor? A No, that would not come up at all.

Q So that an employe might be employed at either place without any knowledge being sought from the other company?

A That is true.

MR TAVERNIER: I believe that is all.

THE ARBITRATOR: In the E. S. A. which you spoke of, Swift's men would not be eligible to membership in the

Morris & Company E. B. A., would they?

A No, sir.

Q Well, how about the National Box Company?

A I don't believe that they are. I don't know. Have you got one?

MR DRISSEN: I don't know. I couldn't say.

THE ARBITRATOR: Q Have you ever heard of that being extended to the National Box Company?

A No, it is not there, Judge, at all.

Q So far as you know, they are as little eligible as the employes of Armour or Swift or any other plant?

A Yes, sir.

Q Whatever may be the business relations betweenthem and the others? A That is true.

MR CONDON: Q Does it sometimes happen that some one of the other concerns, like Armour or Swift, might call and ask for the loan of a mechanic or something of that kind, in case of stress?

A Well, we have had them borrow our doctors, and we have borrowed theirs.

Q And when you have sent a doctor, was there a bill made for his time just the same as you have explained with reference to the National Box Company?

A Yes.

MR TAVERNIER: Q Did I understand you to say that Morris & Company sometimes borrowed the doctor from the National Box Company?

A No, from Swift's or Armour's. An accident might happen in the night or Sunday, and our physician is not there at that time.

Q Is it within your knowledge, Mr. Farris, whether any employes of the National Box Company are members of the E. B. A. run by Morris & Company?

A I don't believe they are.

THE ARBITRATOR: Well, if they had once worked for Morris & Company and became admitted as members, might they have continued their membership?

A No, sir. When they leave Morris & Company their membership ceases.

THE ARBITRATOR: Generally I suppose that is true.

A Yes.

J. W. DRISSEN,

recalled, testified further as follows:

DIRECT EXAMINATION
By Mr. Tavernier:

Q Mr. Drissen, at the last hearing some reference was made to the fact that a controversy between some of the employes of the National Box Company and the corporation

was submitted to the War Labor Board. You remember that, do you?

A Yes.

Q Now, in that controversy, were the non-union employes represented? A I was not there at the hearing, so I do not know whether they were or not.

Q What I mean is this, was the question affecting their wages passed upon by that board?

MR CONDON: We can agree on that. The only question that was before the War Labor Board was the Box Makers Union and the Box Makers Association, of which the National Box Company is a member. There are twelve or thirteen box makers that have an association, and they have an agreement with the Box Makers Union, and the members of the Box Makers Union and this Association submitted by agreement their controversy to the National War Labor Board.

MR TAVERNIER: That is perfectly satisfactory to me, your Honor, but as I remember the suggestion -- at least, that is the way it struck my mind -- Mr. Condon replied to some question I asked and said the question was settled by the War Labor Board, and I was discussing the question of raise of wages for the employes, and my purpose in asking this question today was that if anybody benefited at all it was not the non-union employes who benefited by the

decision of the board.

THE ARBITRATOR: Was that time and a half for overtime?

MR TAVERNIER: Yes. In other words, the increases that were given to the non-union employes were just given of the company's own volition and not because of any decision by the War Labor Board. I did not understand Mr. Condon to so state.

THE ARBITRATOR: You understand, Mr. Tavernier, I have never had any separate representation of union and non-union men before me. The controversies before me have all been weighed regardless of whether they did or did not belong to the union. Although the fact happened to be that in most instances it was persons who belonged to the union who presented the controversy on behalf of the laboring people. But it was not considered as presented on behalf of the union. It was considered as presented on behalf of the employes and anybody else who wanted to be heard there had the privilege of being heard, and especially if they knew such a thing was going on they had the right to be heard, and in that respect the significance of this thing may appear, but we will consider that later.

MR TAVERNIER: I understand that perfectly, your Honor, but I was saying the impression I got from Mr. Condon was that this question was decided by the War Labor Board.

MR CONDON: No, I have not any recollection of saying that this controvery was presented there.

MR TAVERNIER: You said this matter came up before the War Labor Board.

MR CONDON: I said the question of wages was being considered for the box makers by the War Labor Board, but there is not any use of our discussing it. I think we understand each other, too.

THE ARBITRATOR: I was going to ask some questions about it.

MR TAVERNIER: I wanted to make it clear that whatever the question was.

THE ARBITRATOR: There were two controversies, as I gathered from what you said the other day, one before the State Board, was there not?

MR CONDON: No. The Department of Industry of the War Department during the war had their representative come out here when the controversy arose between the Box Makers Union and the different manufacturers of boxes, and they effected an agreement or a modification of the old agreement. Then the armistice came, and these men were practically released from further attention to these matters, but still desiring that industries should proceed without interruption they brought the members of the union and the

employers engaged in manufacturing boxes together and got them to agree that instead of the matter being handled in the future by the War Department as it had been handled that it would then be presented by suggestion to the National War Labor Board and the last demand made by the employes of the box making industry was made before the National War Labor Board recently and heard by the National War Labor Board, and that affected only the employes apparently who belonged to that union.

THE ARBITRATOR: What proportion of them were there?

MR CONDON: Fifty to sixty per cent of the employes are members of the union.

THE ARBITRATOR: Were they such employes as this man who testified here the other day who testified that at his work there were some union men and some non-union men doing the same work?

MR CONDON: I don't know.

THE ARBITRATOR: You mentioned also, as I recall it -- maybe I misunderstood it -- that as the result of some other interference, some controversy perhaps, the first rise was given, that is, from 15c to 16 1-2c, was it not?

MR TAVERNIER: From 13 1-2c to 15c.

MR CONDON: Now, as I understand it, every time that a concession was made to the Box Makers Union in the way of

hours or wages, whatever the agreement was in those particular instances, there was a corresponding application of that, voluntarily, by the National Box Makers and the other employers engaged in the manufacture of boxes to all of the employes.

THE ARBITRATOR: Then when was the first of these?

MR CONDON: By the War Labor Board?

THE ARBITRATOR: By somebody. I don't know who it was.

A The first increase was given in May some time, just the exact date I don't know.

Q How did that happen to be given?

A That was voluntarily. The union men made a demand; they came over and asked for more money. They thought that they ought to have more, although we had a contract which did not expire until January 1st, and we gave them an increase, and also included all the employes.

Q And you included all the employes? A Yes.

Q There was no board intervened at that time, of any kind? A No. And on September 1st there was another increase given.

Q That was when the board intervened?

A That was when the Industrial Commission of the War Department came in.

Q Was that the only time up to the time of the armistice

that there was any board intervened?

A That was the only time.

Q Now, after the award of March 30th, were there any demands made on you by anybody with reference to that award?

A No, sir.

Q Have there ever been, up to the time this demand was made, about the time of the last arbitration?

A No, sir.

Q Has it been claimed, so far as you know -- called to your attention,- that the award in the packing house industry applied to you?

A I have never heard of anything.

Q When did you grant the eight hours and time and a half overtime? A The first of September.

Q Between the first of May -- after the first of May, was the first agitation for an eight-hour day that you know of?

A That came about the fore part of August, I should think.

Q Through a demand of the union? A Through the union.

Q Did any of these girls or any of the non-union people as individuals or collectively, any number of them, insist before that time, along in August, that under the award

they were entitled to the eight-hour day?

A No, sir.

Q Or time and a half for overtime? A No.

Q Or time and a quarter for the first two hours after eight? A No, sir.

Q Did you ever apply to them time and a quarter?

A No, sir; we never did.

Q The time and a quarter never was asked for by anybody?

A Never was asked for by anybody.

Q That was the award, as I understand, the award was time and a quarter for two hours after eight?

MR TAVERNIER: Yes.

THE ARBITRATOR: Do you understand that any demand was ever made for that from the time of its award until the time you came in, for time and a quarter?

MR TAVERNIER: Yes, the testimony given here admitted that they kicked on and off.

THE ARBITRATOR: Oh, I understand. Every time they wanted to collect a Liberty Bond of them they said, "We are not getting pay enough. We want more."

MR TAVERNIER: Yes.

THE ARBITRATOR: That is general. That is chronic.

MR TAVERNIER: I don't think there was any formal demand.

THE ARBITRATOR: Well, formal or informal. People saying,

"We want more wages," that is one thing. That is not what I mean here. There is a difference between asking that wages be increased or when they want you to subscribe for bonds and one thing and another, it is very natural for them to say, -- and probably there is truth in it -- "We are not getting wages enough."

MR TAVERNIER: I will show that to you presently.

THE ARBITRATOR: You don't need to show it to me. It is natural and very probably true that persons, union or non-union, will say -- the expenses are not different for non-union or union. What I want to get at is, the contention now is that my award is applicable to these people back from the time it was made and then some, because it is retroactive. Now, of course, a very strong light sometimes on what people do and intend and have in mind is the way they act and what they do. Whether this is a new found claim that was gotten up just because there was a possible opportunity for it -- Well, go ahead.

MR TAVERNIER: The first application we had to you, I think, was away back in July.

THE ARBITRATOR: I don't recall it. Possibly there was. What was it? Correspondence?

MR TAVERNIER: Yes. The first correspondence I had in this matter was with Fitzpatrick, the union man. That

was on June 21st, and I think two months after that I wrote your Honor about this matter.

THE ARBITRATOR: That would be in August some time.

MR TAVERNIER: So that this thing is not a new thing at all.

THE ARBITRATOR: No. But is it new to these people? They have some interest in it.

MR TAVERNIER: No, sir.

THE ARBITRATOR: To the National Box people.

MR TAVERNIER: Oh, to the National Box people?

THE ARBITRATOR: Yes, those are the ones that have to foot the bill, if anybody.

MR TAVERNIER: I will bring this out.

Q Mr. Driessen, you are vice-president of the company. You have never come in contact with the employes, have you, not direct contact?

A Not direct, no.

Q All that you know of them or their grievances or how they feel you get through somebody else, isn't that true?

A Yes.

Q When did you go south? A I have been going there about once a month for the last year and a half.

Q Were not you four months continuously in the South?

A Not continuously, no, sir.

Q You were there continuously? A Not continuously, no, sir.

THE ARBITRATOR: I will say this. It would require pretty strong evidence to convince me that these people did not feel, and when occasion required claim, that they were not getting pay enough.

MR TAVERNIER: Q You have a foreman by the name of Furlong, have you not?

A Yes.

Q He has the control and so forth of these people, has he not? A He is the assistant superintendent, and has direct charge over the labor.

Q So that any complaint or grievance as to wages or other treatment would be given to him? In other words, he represents you, does he not?

A They would come to him.

Q And it would be his duty, if he did his duty, to report that matter to you?

A Depending upon the circumstances, I presume he would report to me.

Q I am saying, it should be his duty to report that matter to you?

A I say it depends upon the circumstances.

THE ARBITRATOR: It depends upon what it is.

MR TAVERNIER: The question as to a grievance as to wages.

A If they would come to him in a body and had cause for it he would no doubt come to me on that.

Q I am not saying what he would do. What should be his duty?

MR CONDON: He has stated what his duty should be..

MR TAVERNIER: To tell that to you.

MR CONDON: It depends on circumstances.

A If he was to come to me with every little thing, he would be in the office all the time.

MR TAVERNIER: Q Oh, I don't mean that. You would consider a complaint about wages a well founded complaint, don't you?

A Yes.

Q That is the kind of complaint you would expect to have reported to you?

MR CONDON: You mean an individual complaint? One person?

MR TAVERNIER: Oh, no; these employes. Half a dozen or more of them kicking.

A Yes, if there was a body of them complained about wages they would come in.

Q Now, whenthis increase was given in September some

of the employes got time and a quarter after eight hours, didn't they?

A Time and a quarter?

Q Well, what was it? A Time and a half.

Q After eight hours' time got time and a half after ten hours. Isn't that so? A I couldn't say as to that.

Q You don't know how it was broken up?

A I don't know, in individual cases.

Q Is it a fact that some of the employes, like machinists, for instance, and nail makers and millwrights and their helpers are still working and have always worked ten hours, without any extra compensation?

A I don't know.

THE ARBITRATOR: Then they have not got my award yet.

MR TAVERNIER: In the National Box Company they have not.

THE ARBITRATOR: I say, those men have not got my award yet.

MR TAVERNIER: He said he doesn't know. Who would be in possession of that information?

A I presume the timekeeper here would know.

Q Mr. Snyder? A Yes.

Q How about the engineers, do you know anything about the engineers? A I know our engineers, yes.

Q They are still working day and night, twelve hours, without any extra compensation, aren't they?

A Their hours are twelve hours.

Q Do they work twelve hours by virtue of an agreement?

A That is general. Most engineers work twelve hours from one shift to another where they have two shifts a day.

Q How would they come in under the award then?

A There was not any award as far as we were concerned.

THE ARBITRATOR: They have not given them my award. I have found for three shifts for engineers.

MR TAVERNIER: Q How about the firemen and water tenders, etc., night watchmen?

A They come under the same as the engineers.

Q They work twelve hours? A Twelve hours.

Q Now, do you know whether or not these machinists and nail makers and firemen belong to the union or not?

A I couldn't say for sure whether they do or not.

THE ARBITRATOR: What is your information on that, Mr. Tavernier? Do they or do they not?

MR TAVERNIER: I don't think they do.

THE ARBITRATOR: How about the engineers?

MR TAVERNIER: I don't think they do. They are in just the same boat that these people are.

THE ARBITRATOR: Do you represent any of them?

MR TAVERNIER: Yes, I represent one man -- two men.

THE ARBITRATOR: Is that all with this witness? How many engineers, firemen, oilers, etc. of that nature do you have, all told, in all shifts, approximately?

A We have, I think, three. Two days and one night. And then we have another man called a water tender, who is an engineer also.

Q Oiler?

MR TAVERNIER: Oilers, I could not say how many they have.

THE ARBITRATOR: All told. I mean those twelve hour shift men. How many have you?

A I would have to make a rough guess at it.

Q That is what I want. A Probably twenty-five.

MR TAVERNIER: Q Mr. Driessen, you do not claim that a shop has been operating under the decision of the War Board since September, strictly, your company?

A Whether our shop is working according to the decision of the War Labor Board?

Q Yes.

MR CONDON: No, there was distinction. The War Labor Board has not made any finding yet. The only petition before the War Labor Board on behalf of those Box Makers Unions was a request for an eight-hour day, not an eight-

hour basic day. They want an eight-hour day at the same wage that they got in ten hours. They don't want any basic eight-hour day at all. They want an eight-hour day. That is a matter that is before the War Labor Board. Is not that correct?

A That is correct.

THE ARBITRATOR: Has that been heard?

A That has been heard.

MR CONDON: It was heard about three weeks ago. I was not present.

THE ARBITRATOR: No. That is the National War Labor Board.

MR CONDON: Yes. The one Mr. Walsh and Mr. Taft were on. Mr. Taft is on now.

THE ARBITRATOR: And that is since the matter was turned over to them?

MR CONDON: Yes. That is a petition that the Box Makers Union have made, a request that they be given a modification of the War Industries Board's order.

MR TAVERNIER: Under that decision, will these employes whom I represent and for whom I am now speaking participate or benefit in that decision?

MR CONDON: All I can say in answer to that question is that heretofore any award that was made or voluntarily

given to the Box Makers Union was adjusted so that the people who were not members of that union were benefited accordingly. Whether that would be done again or not, I am not in any position to make any promises.

MR TAVERNIER: That is what I want to know.

MR CONDON: I am not going to make any such promises at all.

THE ARBITRATOR: Well, his promising or not promising would not affect the question of whether they had the jurisdiction to do it, and would not depend on whether they are going to do it for these people or not.

MR TAVERNIER: I am not asking him to make any promise. I am asking whether as a matter of right they would be entitled to it.

MR CONDON: That is a matter for the National Box to determine and not me.

MR TAVERNIER: I believe that is all, Mr. Drissen.

THE ARBITRATOR: Q This statement that was made about something or other your employes would sign an application headed, "Morris & Company," what is your recollection of that, if you know anything of it?

A The employes' tickets?

Q Yes. If you know. If you don't, possibly someone else does. A Well, the tickets are made out by

our watchmen at the gate. When we want to hire anybody that is at our gate, he fills in the name and wage and one thing and another, and that is handed in to the time-keeper's office and there the man is assigned to his position.

MR CONDON: He is inquiring what explanation you desire to make as to how it comes that the National Box Company for a period of time used employment slips that had at the head of them, "Morris & Company," and not, "The National Box Company."

A As to my knowledge of that, we made out a requisition for these slips and sent them over to Morris & Company's Printing department to send us employment tickets. The requisition just called for the National Box Company employment tickets. In sending them over they sent over some tickets printed "Morris & Company" and not any other tickets, and we used these tickets.

THE ARBITRATOR: Q Was that always that way, or did it just happen that way?

A We have had that system for Idon't know how long.

Q I mean that they would send them, Had you any printed National Box Company before a few months ago?

A Not to my knowledge.

Q You mean you had always used Morris & Company employment

tickets? A I think so. I am not sure as to that.

MR TAVERNIER: I think they were always Morris & Company. Theyonly changed a few weeks ago to the National Box Company.

THE ARBITRATOR: How about the pay checks? In whose names were they?

A National Box Company. We pay in cash.

Q Put it in envelopes? A In envelopes.

Q Are they printed envelopes? Are the envelopes printed? A Not the National Box. Just simply a bank advertisement on them.

MR CONDON: Q At the time that you got these slips from Morris & Company, was a bill rendered to the National Box Company for those tickets by Morris & Company and paid by the National Box Company?

A Yes, sir.

Q Going back to the time when that started, you stated to me as I recall it, when I asked you about it, that the form which had been worked out by Morris & Company seemed to be the one that was attractive to you, and that is how you happened to start on these particular forms?

A Yes, that is it.

Q Giving the name, the check number, the name of the department, the address, the nationality, etc?

A Yes.

Q Is that how it started originally? A That is how it started, so we could trace our employes.

Q And then as those were used the requisitions would be for so many of that employment ticket?

A That is it, yes.

Q And you sent them over to Morris & Company in the form of a requisition for employment tickets?

A Yes.

Q And the question of changing it had never occurred to anybody until a few months ago, or had it? Or, what is the fact about it?

A It was to be changed, as I recall it, last summer, when the requisition was sent over, but the requisition with a copy of this slip attached to it printed the way we wanted it was mislaid or lost or something, and we ran out of the tickets which we had and we had to get some blocks which they had already printed.

Q Did you pay for those in the regular way, as if you had gotten them from somebody else? A Yes.

THE ARBITRATOR: Q Would you order those in large quantity orders?

A Two or three thousand at a time.

MR TAVERNIER: Q What is the percentage of colored working

there, if you know?

A Why, I could hardly say. I think about thirty per cent. Thirty to forty in the unskilled. That is, not counting any of the skilled labor.

Q I mean between colored and whites, what percentage?

THE ARBITRATOR: Of the entire?

MR TAVERNIER: Unskilled labor force.

THE ARBITRATOR: Skilled and unskilled?

MR TAVERNIER: No, the unskilled.

THE ARBITRATOR Do you have colored workers in the skilled work?

A No.

Q The colored workers all work on the unskilled work?

A On the unskilled work.

Q What proportion of the unskilled force is colored?

A As near as I could judge, probably forty per cent, or maybe fifty.

Q And what proportion of the colored employes are female?

A Well, possibly half of that.

MR TAVERNIER: Of that half what is the percentage of colored?

MR CONDON: Half of what?

THE ARBITRATOR: Now, the question that he just answered, as I understand it, was, what proportion of the colored

workers were female, and he said about half the colored workers were females.

MR TAVERNIER: Oh, the colored workers?

THE ARBITRATOR: Yes.

A Yes.

MR TAVERNIER: Now, I beg your pardon. I didn't get that. You don't know as to the character of labor performed by these women, white and colored, do you?

A Oh, I do in a general way.

THE ARBITRATOR: What do you mean? The colored labor?

MR TAVERNIER: Yes.

THE ARBITRATOR: Q Is there any distinction in this unskilled labor done by females, as between white and colored?

A Not to my knowledge; there is not.

Q Any distinction in their pay doing the same class of work? A Not that I know of.

Q As between white and black? A Not that I know of.

Q Would that be in accordance with your orders or regulations, if there was such a distinction made?

A No, it would not.

MR TAVERNIER: Q There is, however, your Honor. He might not know. That is why I am asking right now to see if he knows anything about it.

A Not that I know of.

THE ARBITRATOR: Well, I don't know that that would be -- It might be material. Yes. If since this administration has begun, if this thing was under this administration.

MR CONDON: I will say to your Honor, still contending that it is not a matter here at all, that Mr. Drissen and the National Box Company voluntarily would make a correction of any such thing as that if it occurred, and it is not necessary to submit that to anybody. If there are two girls, for example, one colored and one white, of the same skill, working alongside each other, doing the same work, they ought to get the same pay, and as I understand, they do. Is that your understanding, Mr. Drissen?

A That is my understanding.

MR TAVERNIER: I am not for a moment suggesting that Mr. Drissen is not frank, but I am advised that that is not so.

MR CONDON: I think you may be sensitive about that.

THE ARBITRATOR: I don't think that it is a matter that we could take a great deal of time on here. Unless it is something that has arisen since this administration began; if I have any jurisdiction at all.

MR TAVERNIER: Q Since the increase in wages -- this recent increase in wages to the employes, women especially,

is it not a fact that the majority of the employes are whites?

A I cannot say as to that, either.

Q You don't know? A Whether there are any more whites or not?

Q In other words, -- Well, who would know that? Under whose jurisdiction would that come?

A You mean if we have more whites?

Q Yes. The element of labor. A Possibly Mr. Snyder would know.

Q That would not reach you, would it? A No, I would not know about that.

THE ARBITRATOR: There is no general policy of the company that you know, in regard to that?

A No.

Q And if there was, would you be the one to know it, if your company adopted a policy on that? A I would, because it would come to me.

MR CONDON: It would be his policy, if there was such a thing.

A The only way I would know would be by personal observation going through the plant.

MR TAVERNIER: I would not have you think for a moment I am suggesting that.

THE ARBITRATOR: Who is your next?

VIOLA BURKS,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A Viola Burks.

Q You once worked for the National Box Company?

A Yes.

Q Between what dates? A I think it was April when I went there.

MR CONDON: Q What is your address?

A No. 12 East 38th street.

Q When did you leave? A I left two weeks after Christmas.

Q In what department do you work? A I worked in the first floor right by the door where they load boxes.

Q Well, I have never been there. A As you come up the steps you go right in by these cars.

Q What kind of work do you do? A I catch these large boards. Sometimes they will be as large as this table, sometimes not as large. I catch them by the machine. I was a catcher.

Q Then what did you do? A I stacked them up as high

as I could reach.

Q What wages did you make when you first went down there? A 13c an hour.

Q You got a raise, though, after that?

A Yes. 15c was the next raise.

Q What month did that take place? A When they came to me with my first Liberty Bond. That was the last. I had two.

Q When did you get your raise? What date?

A In May.

Q Then you were raised to 15c? A 15c an hour. 10 hours a day.

Q Did you get any raise subsequently? A Yes, 16 1-2c.

Q When was that? A I think that was in January.

Q Of this year? A Yes, September.

Q Did you get another raise after that?

A After Christmas they gave us 25c an hour. After they gave that there came a whole lot of white ladies.

Q This trucking work was done before by men, was it not?

A Yes.

Q What did they get? A I couldn't tell you that.

Q When the wages were raised to 25c then they put on white girls? A They hired white people. Mr. Joe was the foreman. He brought ten. He said, "If you don't want

to do that you will have to go home, because they are going to have all whites." So I turned in my check and went home.

Q You could not do trucking? A No, I had done it before and it was too hard. I didn't care to do it there.

THE ARBITRATOR: Did you get a 10% bonus?

A I got $28.40. I was there two weeks after Christmas.

MR TAVERNIER: Q All the time that you were there there were whites employed as well?

A There was none on our floor at all. There was some in our building, but none on our floor.

Q They only put them on your floor after the increase was given? A Yes, after Christmas they put them on that floor.

Q Did you ever make any demand upon anybody for more wages, or did you ever hear while you were there of any demand being made by your fellow employes for more wages?

A When he came to me.

Q when he. Who? A Mr. Furlong.

Q Who is Mr. Furlong? A He is supposed to be the superintendent.

THE ARBITRATOR: I know who he is.

A He came to us and called us all in the office one evening. I had one bond already out. He took out $2.00

a week for each Liberty Bond and this was the third. I said, "Mr. Furlong, I aint getting quite enough money to live on the wages I am getting." He says, "We are going to increase you. You have to take out this with the government stamps, $4.19." Then the Red Cross was fifty cents, and I didn't have but $3.00 left, and I went to him crying and said I couldn't pay my rent with that, and he said, "Well, we have to take it out." So I didn't went to lose my job, so I took the stamps and sold them, because I didn't have enough money to pay my rent . After a while they came after the fourth Liberty Bond, and they took that out. If they didn't I suppose I would have had to lose my job, because I just worked there just the same. So I was satisfied, until after Christmas they brought a whole lot of white women there, and I left.

THE ARBITRATOR: Did you get some of the Liberty Bonds paid up?

A Well, the third was not quite paid, and the fourth, some of it was paid, and I wrote them a letter and they put what I had on the fourth bond on the third, and gave me the third Liberty Bond and $4.00 in money.

Q From whom did you get your Liberty Bonds? What company? The National Box Company?

MR CONDON: The name was not on the bond.

MR TAVERNIER: The money that you got returned, by whom was the company check signed? Do you remember?

A I don't know.

Q You donot remember. There it is, your Honor. (Handing the Arbitrator a check.)

THE ARBITRATOR: Well, you can identify that later.

MR TAVERNIER: Q Now, you say there were not any white girls working on the same floor with you?

A Yes.

Q But there were white girls working there at the same time you were, in the other departments?

A Yes, a few. I guess about half a dozen.

Q You don't know -- A I used to go in the department.

Q You don't know what wages they received, or anything of the kind? A No, sir.

R E N A L U M P K I N,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q what is your name? A Rena Lumpkin.

Q where do you live? A I live on Federal street.

Q What is the number? A 4609.

Q You once worked for the National Box Company?

A Yes, I worked for them.

Q For how long a period? A I started working in October and worked up until this year, and got crowded out. I can't remember the dates.

Q How did you come to leave? A Well, there was not enough room there for me. The white girls had to take the machine.

Q What did they tell you when you left?

A Dick told me to go back next morning. I went back the next morning. It was already filled.

Q Who is Dick? A That is my foreman.

Q What did you do while you were there? A Stacked boxes.

Q Did you work at the same machine as the last witness?

A I worked in the wire barn, different places. I worked upstairs in the wire barn.

Q You did some of that work? A Yes.

Q How much an hour did you make? A Well, I never did notice about hours. I never kept any time. When I first started I got $9.90.

Q How many hours a day? A I was making ten those days. The next I got was when I got the raise, we got that -- My recollection the raise was $16.12.

Q $16.12 a week? A Yes. I think that is the way

it was.

Q You got from $9.00 to $16.00 a week? A Yes, $16.12. You see, those women were there one time of the year, I was there another. I got one payment and the white girls crowded us out at the machine when we got that rise.

Q You got the 25c raise, did you? A Yes, but we had to get out after the raise. I think I got $16.12. I got one draw of $16.12, made one draw.

Q Were white girls working in the same department with you? A Yes.

Q About how many, do you know? A No. It came in so fast I forget, only the first two days there was twelve. I couldn't tell how many, but every machine was full but my machine.

THE ARBITRATOR: Q How was it before Christmas?

A All right.

Q How many white girls were working there before Christmas?

A I see about five or six colored girls had been there quite a while. I started in October.

Q You started in October? A Yes.

Q And there were about five or six white girls. How many colored girls? A It was full of colored girls when I went in in October.

MR TAVERNIER: Q As regards the wages, was there any

difference in the wages paid to you and those paid to the whitegirls?

A I never see but one time, that was when they were giving us $9.90. There was twelve, I think. I saw one girl get twelve.

Q Doing the same kind of work? A Yes.

Q And you got $9.90? A I got $9.90.

Q How about the quality of the work? Who got the hardest job? A We had the hardest job.

Q Who did; who had the hardest jobs?

A I had one for myself. Mine was very hard. I had to side stack boxes 100 high. They came in a machine, and keep track of the hundred.

Q You saw what all the girls did? A They were all stacking boxes. Some would be catching ends.

Q Did the white girls do the same?

A No. There was one white girl did. It was all pretty much the same work.

THE ARBITRATOR: Q You all had to work for your money?

A Yes. We worked for what we got.

MR TAVERNIER: Did you take out Liberty Bonds, too?

A No, I missed them both times. I was glad I did. My husband had been sick on my hands for two years, and I didn't have no time for no Liberty Bonds. I was trying

to keep him up.

Q You don't mean by that, Mrs. Lumpkin, --

THE ARBITRATOR: Oh, no. I know what she means. She wished she had the money, but she didn't have the money.

CROSS-EXAMINATION

By Mr. Condon:

Q You say when you went back there, you found somebody else occupying your job? A Yes.

Q Then you said the night before that, that Dick told you to come back? A The next morning.

Q What was the occasion of Dick telling you to come back the next morning? A I didn't understand.

Q What brought about the conversation between you and Dick? A No conversation. Just laid off hands that day at 9:30 because the boxes got caught up with the order. No trouble.

THE ARBITRATOR: Q Were you laid off at 9:30?

A Yes.

MR CONDON: Q He said for you to come back in the morning?

A Yes.

Q And you got back in the morning and found somebody else was in your job? A Yes. And I went to him and he said they didn't have any place for me that day.

Q Did you go back again? A No. I called him up on the telephone and he was not ready for me.

Q You know there had been a lot of help laid off and new ones employed in their places since --

A Since I left.

Q Yes. And during the time that you left that they were laying off help and not engaging new help?

A Oh, yes. They laid off the colored girls.

Q No. But don't you know they have fewer girls working there now than they did before? A I don't know.

Q There are fewer girls working there now?

A Yes. The last day I was there.

Q Work was getting slack? A I don't know how slack it was, but the day I went back there to get my money I didn't see so many.

THE ARBITRATOR: Were there less working there, all told?

A Yes.

MR TAVERNIER: Q What counsel wants to know is this --

MR CONDON: I know.

MR TAVERNIER: Well, what I want you to know is this. Don't answer the question without thinking. You talk about laying off colored girls and taking on whites. Were those white girls you saw there new girls or old girls?

A New girls.

MR CONDON: That doesn't change my question. No use scolding your witness.

MR TAVERNIER: I just wanted her to answer intelligently. That is all.

L I L A E A R L,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A Lila Earl.

Q Where do you live? A 4612 Federal street.

Q You once worked for the National Box Company?

A Yes, sir.

Q During what period? A Well, the first period I got was --

Q No. During what period, between what dates?

MR CONDON: When did you go to work and when did you quit?

A Oh, I worked there since Christmas, was the first time I went to work, was in March, this month a year ago.

MR TAVERNIER: Q How long did you work then?

A I worked up until September.

Q And quit? A I got sick.

Q When did you get back there? A January.

Q How long did you work then? A I made one week and three days.

Q And quit? A Yes, I quit in a way. Dick moved me to another machine and I didn't understand that and put some white girls there, and I said if he was going to transfer me that way he could pay me and I would quit, and he did and I went home.

Q When you first went there what were you making?

A $7.28. Some worse weeks there. I have my envelope. I can't recall.

Q And you worked from March up until September, you say?

A Yes.

Q Did you get a bonus? A No.

Q You didn't get a bonus? A I didn't get any.

Q Did you apply for it? A I was sick at the time pretty well. I wasn't able to go out at the time.

Q Have you ever applied for your bonus?

A No. After I got sick I sent my check in, so I didn't go back, and after you turn your check in you don't get any bonus.

Q During the time you were there in what department did you work? A I worked downstairs on the first floor. Mike was my foreman.

Q What was the name of the department, do you know?

A I don't know the name downstairs. We just called it the first floor.

Q Were there any white girls employed?

A No.

Q All colored? What is the character of your work?

A Just a little of everything while I was over there. I worked in three different departments. Sometimes I would be down there. I trucked part of the time, three weeks.

Q During the time you were trucking what kind of wages did you receive? A The same thing as the others got.

Q Do you know what men got for that kind of work?

A Men did all the trucking.

Q Do you know how much money they got for that kind of work? A No, I wouldn't know.

Q Did you take out Liberty Bonds? A No, I was not able to, because lots of times I had to borrow car fare to go home from work.

Q What did your pay check a week amount to the first period you were there, from March to September, what was the highest you got?

A It was $7.87, or somewhere along in there.

Q That was the highest amount you ever got up to

September? A Yes.

THE ARBITRATOR: Q Did you put in full days?

A Ten hours, that was when I first started, in March. And I got a raise in May, 13 1-2c.

Q Was it not to 15c? A I don't know exactly what month that was.

Q I did not know whether you were treated differently.

A No, we were all treated just the same.

MR TAVERNIER: Q Do you remember what was the amount of your pay check in January?

MR COHDON: That week you worked in January.

A $16.12.

MR TAVERNIER: Q At the time that you were laid off or quit, whatever you choose to call it, were there any other employes laid off with you?

A No. I got sick. I got under the "Flu."

Q No. I am talking about January.

A Yes, they were laying them off two and three a day at the time.

Q Do you know whether they were laying them off while they were employing other people? A Yes, they were coming in and giving them hard jobs, and they said they couldn't do it and went home, just as I did.

Q The job that you were changed to, was that a heavier

job than the first one you got? A Yes, I didn't understand it. I had never been there before. The job I had before, I was used to it, and he came to me about 8:30 and says, "Come up here." After a while I seen three white girls take my seat, and I said, "Why are you doing this?" He said, "You work here a while." And I said, "If you have to change me around like that you give me my time, please, and I will go home."

CROSS-EXAMINATION

By Mr. Condon:

Q The work you did before Dick changed you was taking lumber from boxes, parts of boxes. Now, what kind of --

A I was putting these little cleats like on the end of the boxes.

Q Tacking them on? A No, I was laying them on.

Q And then what kind of work did he ask you to do?

A Some kind of a machine. Something I never did do. I didn't understand it.

Q Well, you worked at it for how long?

A In January?

Q Yes. A I worked there a week.

Q No, I mean at this work that he put you at, that you say you didn't understand. A. I knew it was hard work

and I quit, because I didn't think they treated me right to move me. So I just decided I would go home.

Q Now, when you left there in September last year, you sent back your card and quit your job?

A Yes, sir. I was sick.

Q And when you went back there in January of this year you made a new application? A Yes, I was hired over new again.

Q Now, they were hiring in January of this year some colored girls, were they? A Yes, they hired me. I met Dick on the street and said could I get back, and he said yes, they would be glad to have me back.

Q And you got back? A Yes.

Q You wished your place in the shop? A Yes.

THE ARBITRATOR: Q You began work after the new raise went into effect?

A That is correct.

MR CONDON: Q How do you account for Dick asking you to come back if he didn't want you?

A He gave someone else my work.

Q How do you account for Dick asking you to come back if he didn't want you? So that we may get your own viewpoint about it. How do you account for the fact that Dick would employ you at all after the raise was made, if it was part

of hisplan to discharge colored girls?

A I cannot answer that. I knew he hired me when I went back, and I wasn't there but a week or ten days when he moved me.

Q But he hired you? A Yes, he hired me.

N A N C Y S M I T H,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A Nancy Smith.

Q Where do you live? A 0537 Federal street.

Q You once worked for the National Box Company?

A Yes, I worked there about three months and two weeks.

Q When did you go on? A The first of May and worked till the last of August or the first of September.

Q Why did you quit that work in September?

A Why did I quit? Well, that work was so hard, I was not able to lift those boxes up on the shelf.

Q In what department did you work? A I worked on the second floor, upstairs.

Q And the work was to do what, lifting?

A Catch the boxes as they come from the machine and stack them and load them on the shute and send them downstairs.

Q Did you ever do any trucking, too?

A No, I didn't do any trucking.

Q What was the average pay check you got?

A The highest pay check I got there was $9.90.

Q How much lower than that did you get?

A $7.70, I think, or $7.60.

THE ARBITRATOR: Q Did you lose time inthat week?

A No, I never lost any time.

Q For full time you got seven dollars and something?

A Yes, I got $7.70, I think.

Q About how many girls worked in that department you were in?

A Oh, I couldn't tell.

Q Quite a number? A Yes.

Q Were they mostly colored?

A Yes, there were more colored than white in that department.

Q Do you know whether or not there is any difference in the wages? A Oh, yes, there was a difference in the wages, for my foreman told me the white girls were getting more in wages.

Q What kind of work did they do? A They were catching the boards from the machine.

Q Work just like yours? A Just the same as mine, yes.

Q They got more money? A Yes.

Q Did he ever tell you why, what was the reason?

A No. At least, I never asked him. We asked him about a raise once, the foreman, and he said he didn't know what they were going to do. The whole time I worked there.

Q What is the name of your foreman?

A Paul was the first. He quit and Jake was there, Paul and Jake.

Q Did you take out any Liberty Bonds?

A No. Yes, I took out Liberty Bonds, but I didn't pay anything on it.

Q You just subscribed for it? A Yes.

Q You haven't been back to work since then?

A No, I haven't been back to work since.

Q The employes got along nicely, did they?

A Yes, they got along fine.

Q Everybody got along nicely? A Yes. The most trouble was when we got stacking them up so high, I got so I couldn't use this arm, the boxes being heavy.

CROSS-EXAMINATION

By Mr. Condon:

Q Just tell the Judge and myself, so we may get some idea about it, do you know anything about what they call work that women do, washing?

A Oh, yes, I wash.

Q Now, would you say that this work that you did out there was -- How would you compare it with the work a washwoman does?

A Oh, you see, the work a washwoman does is not as hard as that work out there.

Q It is not? A No.

Q Now, you know for the past three or four years in Chicago washwomen can get all the work they want at about $3.00 a day?

A It has not been that way since I have been here. I washed and made as high as $3.10 and $2.60.

Q Now, if this washwoman doing that kind of work from $3.10 to $2.60 has lighter work --

A Oh, the work is lighter.

Q Why didn't you get some of that kind of work?

A Oh, well, I just got tired of washing so much, and I worked there three or four years ago, and I went back and thought I would work.

Q How much did you earn washing? A I made $3.10 and $2.60 a day.

Q How much would you earn a week now?

A Never worked a whole week regular. I have washed two or three days in a week, something like that.

Q You can make as much in three or four days in a week

washing as you did when you first went out there?

A Yes.

Q And you would not have trouble in getting work washing at $3.10 or $3.60 a day, would you? A No, I wouldn't have any trouble. But, still, I just got tired of that work, and I thought I was better off there anyway.

Q But the work was heavier and harder?

A Oh, I found out it was heavier and harder when I went out there, but I didn't know it till I went there.

Q You had worked out there before?

A Yes, but the work I did before was not heavy. I just was catching the boards from the machine, but now I was stacking boxes.

Q What would you do with the boards before?

A I would stack them up and somebody would come and carry them off.

Q Did not you see women taking them off?

A I didn't see it until I went there.

Q When you first went there you saw them stacking?

A Yes. I did not do that work the last time I went there.

Q But you saw them stacking them? A Oh, yes.

Q Did you hear them complain about it in any way?

A Oh, a lot of them complained.

Q They said it was hard work? A Yes, they said it was hard work, but still I reckon they had to make a living. I had to work. That is the way it was with me.

Q I am not finding any fault with you. The point I am trying to make is, why was it? You knew that kind of work was hard work, and you went out there doing that hard work, knowing it was heavier work than washing, and you knew you could get all the washing you wanted, and what I want to find out is why you continued yourself with it.

A I told you I didn't know the work was so hard the last time I went there.

Q You stayed there from May until September?

A Yes.

Q That is four months. A Well, I just hate to start one job and in a day or two quit and go somewhere else. I was trying to stay as long as I could. That is what I was doing.

Q Did you get sick? A Oh, yes, I got sick. I got so with my shoulder I could hardly use it. That was from stacking boxes.

Q Did you ever have that trouble before? A No.

Q Rheumatism? A I reckon it was rheumatism or something. That is, by throwing them up so high and stacking them so high.

E U G E N E E. S N Y D E R,

testified as follows:

DIRECT EXAMINATION

By Mr.Tavernier:

Q What is your name? A Eugene E. Snyder.

Q Are you the timekeeper of the National Box Company?

A I am.

Q How long have you worked as such timekeeper?

A A year and a half there.

Q You keep the time for everybody in the plant, do you?

A Everybody.

Q And you know the number of hours that each man puts in, do you? A I do.

Q And you also know the rate of pay that is given to these individuals? A Yes, sir.

Q What I was going to ask, Mr. Snyder, is partly admitted by Mr. Condon and Mr. Drissen, in regard to the foreman, etc.

THE ARBITRATOR: Well, if there is anything further. What is admitted you do not need to prove.

MR TAVERNIER: Yes. I was just reminding the Court about that.

Q You heard the testimony here in regard to the pay given the colored people, at least some of the colored

girls, and some of the white girls. You heard that testimony given and the difference in the rate. Is that true? Is that correct?

A How do you mean by "difference?"

Q To begin with, is it true that white girls get a higher rate of pay than the colored girls do?

MR CONDON: Doing the same work, you mean?

MR TAVERNIER: Yes.

A They did at one time.

Q What time was that? A That was before the last raise.

Q Why was that? Do you know the reason?

A I could not tell you the reason.

Q You also heard the testimony in regard to the -- since the substantial raise of 25c per hour, that a number of the colored employes have been discharged and have been replaced by white girls, is that true?

A Well, it is true in some cases, yes.

Q Why is that, do you know? A Well, I guess -- They just hired the white girls because they came there. They hired the white girls and gave them the preference, I guess.

Q You hired them? A No, they hired them at the gate.

MR CONDON: Q You don't have anything to do with that

hiring?

A I make out all the starting tickets, yes.

Q You don't know whether white people are hired or not, do you? A I don't know why they are hired.

MR TAVERNIER: All I wanted to establish was that there was a difference.

Q And you do know that numbers of the old colored girls were discharged and laid off and new girls were being taken on at the same time?

A There were whites discharged as well.

Q Of course, a few.

MR CONDON: You say "Of course, a few." Why don't you start and find out?

MR TAVERNIER: Q Tell us, then. There were many colored girls laid off?

A Yes, there were.

Q And the new girls taken over were all whites?

A Not all. Some.

Q Well, the majority of white? A They hired all the white ones that were there.

Q All the white ones that came? A Yes. And if they needed more they would take colored.

Q Exactly. In other words, if a batch came they would take all white and what was left of white they took colored?

A Exactly.

THE ARBITRATOR: Q Do you know that he hired all the white girls that came and then took the colored? Do you know what was in his mind? Whether it was competency or efficiency or color line or what it was? Do you know of your own knowledge about that?

A I do not.

Q Did you have anything to do with hiring them?

A No, sir.

Q Do you know why he hired more white girls than colored girls lately? Do you know of your own knowledge?

A They claim it was by reason of efficiency, the way he explained it to me.

Q Who explained it? A The foreman said they would get more work out of a white girl than they would out of a colored girl. That was the reason.

Q Have you had much experience, Mr. Snyder, in unskilled labor? A Well, quite a bit, yes.

Q And that reason given, did that coincide or agree with your observation and experience?

MR CONDON: I don't think that is material.

THE COURT: Have you seen them working? Have you, yourself, had anything to do with actual work, or do you just keep their time?

A Just keep their time.

Q Now, whether they do much work or do little work or do better work, or poorer work, do you of your own knowledge know, except what people tell you?

A I see them every day.

Q I say, do you know which does the better work and does the more work or the less work, from your own observation of it?

A I would not say. There is good and bad of all kinds.

MR TAVERNIER: Q The rougher work, in your experience as an employer of labor during two or three years past, the rougher work is always done by colored people?

MR CONDON: You say his experience as an employer of labor?

MR TAVERNIER: Well, you know what I mean.

MR CONDON: He does not employ any labor.

MR TAVERNIER: I know that. I am not using the term strictly. He does not pay them, of course not.

MR CONDON: He does not employ them.

THE ARBITRATOR: He keeps their time.

MR TAVERNIER: I understand. I remember what he said. Maybe I was unfortunate in using the wrong English word. What I meant was this, Mr. Snyder:

Q In your experience and observation as timekeeper of

the company which employs them, the rougher work is done largely by colored?

A By both. I don't believe -- There is no choice at all.

Q I am not saying there is choice at all.

THE ARBITRATOR: He means that there is no rule on the subject.

MR TAVERNIER: I am not saying there is a rule. I am saying, what is his opinion and observation?

THE ARBITRATOR: I understood him to say that it is done by both. Now, if you want to amplify that, go ahead.

MR TAVERNIER: Q I am asking you. Do you know as a matter of fact that the rougher work really is done by whom? I will put it this way: The percentage of colored labor out there of the rough work is done by whom, the larger percentage?

THE ARBITRATOR: Do you mean now or before?

MR TAVERNIER: No; at any time.

A At any time who is the rough work done by?

Q Yes. A By colored or whites, you mean?

Q Yes. A It is done by both. There was no difference that I could see. There was more colored girls than whites. There were a larger percentage. If there were just as many white girls, there would be no more percentage that I could see.

THE ARBITRATOR: You mean they were all participating in the same kind of work?

A Yes.

MR TAVERNIER: But there were more colored.

THE ARBITRATOR: More colored employes than there were white?

A There were more colored girls there than there were white. Of course, the percentage would be of colored, because there were not many white girls there then.

MR TAVERNIER: Q In your general experience now and observation, the rougher work of the country done by females is done moreso by colored people, isn't that true?

A No, it is not true.

Q Is that your experience? A That is my experience.

Q That white girls do as much roughwork as colored girls? A Just as much.

THE ARBITRATOR: They will have to do it all, if they carry out the practice you say obtains, of letting the colored girls go.

MR TAVERNIER: I was applying it to all walks of life now.

Q Do you know very much about washwomen? Who does the laundry done in private homes? That is done by whom,

for the most part?

A Most of it is done by women, of course.

Q What kind of women, colored or white?

A It depends on --

THE ARBITRATOR: I will say that the Arbitrator will take judicial notice, if there is such a thing, that in my town it is pretty hard to get either.

MR CONDON: On the North Side it is mostly white. On the South Side it is mostly colored, right here in Chicago. It is a question of residence, largely. The same is true with house service all through.

A M E R I C A H U D S O N,

testified as follows:

DIRECT EXAMINATION

By Mr. Tavernier:

Q What is your name? A America Hudson.

Q Where do you live? A 130 West 46th street.

Q You once worked for the National Box Company?

A Yes, sir.

Q When did you go on? A 7 o'clock.

Q No. What day? A I went to work in May, the 1st of May.

Q 1918? A 1918.

Q When did you quit? A I quit in about three weeks.

Q In what department did you work? A I worked on the second floor. My foreman was named Joe.

Q What did you do, what kind of work?

A I trucked boxes.

Q Is that soft work? A No, sir, it is hard. That is why I didn't work on any longer. He said he was going to change me, and he never would. I asked him would he change me, and he said I was big enough to pull more.

Q This kind of work used to be done by men?

A Sure.

Q What wages did you get when you were doing that work?

A I were supposed to be paid $9.00 a week.

Q And what did the men get? A They said they were getting $4.00 a day. I don't know what they were getting. I only know what they said they were getting.

Q Because you were big they made you do it for $9.00 a week. You didn't have any chance to take Liberty Bonds?

A I took a Red Cross, but I didn't stay there, because I said if they wouldn't change me I was going to change myself, and I just did. They had me trucking boxes from here to State street, a long way out on the platform, and throw them down the chute.

MR TAVERNIER: So far as we are concerned, that closes

our side of the investigation. I would like to have time to submit a brief.

MR CONDON: Submit a brief?

MR TAVERNIER: Yes.

THE ARBITRATOR: Well, we haven't got to that yet. Perhaps not. I don't know.

MR TAVERNIER: As far as my part of it is concerned, my part of the case is closed.

MR CONDON: Well, I don't presume that it is necessary to take up unnecessary time. Now, if there is any idea in the Court's mind, or the Administrator's mind that he wants proof of the men who attended this meeting at which this agreement was entered into under which your Honor has been acting, as to what was covered by it, matters of that kind, why, of course, necessarily, if your Honor wants that information, we will go into it.

THE ARBITRATOR: I think I have been into that. To be truthful, I did not look for that paper that you supposed I might have, that record. I thought I looked for it once before.

MR TAVERNIER: I have seen a copy of it.

THE ARBITRATOR: I have.

MR CONDON: I have not.

THE ARBITRATOR: No, and I don't remember what was on it.

MR CONDON: There isn't any question but what the only matter of controversy at that time, the only matter that was considered at that time, the only matter that was contemplated at that time was the question of what was called the packing plants. Now, then, is there any showing here that this is a part of the packing plants, in the sense that it would come under an agreement such as was entered into here which your Honor has already referred to? If there is any question in your Honor's mind about that, of course, necessarily we would have to proceed. So far as attempting to make any proof with reference to the class of work and all those things, I don't see any reason for even going into the subject, unless your Honor is in doubt about the other.

THE ARBITRATOR: Well, of course, this is not an entirely new proposition. We have had it up at more than one time. Primarily in the stock yards, the various stock yards, as to whether or not they were governed by the award, by reason of the fact that in some of them -- I won't apply it here -- that their stock was held by the packers. It is not entirely new. The question might arise. Of course, it would arise there as it has in others, and it will arise here, as to what is meant by a subsidiary corporation.

MR CONDON: You might just as well apply it to a coal mine or a salt mine or any of those things that are probably related in an industrial way.

THE ARBITRATOR: Well, I tell you, Mr. Condon, unless you care to offer any further evidence on the subject -- I don't know what further -- I am not telling you not to -- These men who know about these things have testified as to the relation, and I presume fully, and there is no controversy about that.

MR CONDON: There is no controversy as to the ownership of this stock.

THE ARBITRATOR: Now, if you care to offer anything further, you must have your own mind on the subject. Well and good. Just on what line, I would not know what line to suggest to you. But if Mr. Tavernier wants to present some views on it in writing or orally, I shall be very glad to hear them; and I will say this, that these things are very informal. If these views are along lines that may bring up some questions later as to which you might deem it well to offer something further, you may do it, or if there is something further, he may do it. There are no hard and fast rules here.

MR CONDON: I think probably that would be the better way, to proceed, because there is not any use of taking up

a great deal of time on a matter that might not be required, and it may be that after reading Mr. Tavernier's brief, if your Honor thinks it then proper for us to discuss things further, we can do so.

Just for the purpose of calling your Honor's attention, I read from a part of the proceedings before the President's Board of Mediation (Reading Page 396.). This is just at the termination of the conference between the employers and employes, before the stenographer retired.

THE ARBITRATOR: Let me see. Are those the proceedings that led up to making the contract under which I am acting?

MR CONDON: Yes, and the copy is provided by the reporter who took down the proceedings on behalf of the President's Board of Mediation. The President's Board of Mediation had a stenographer present at the Blackstone on Christmas Eve, "In paragraph 5"- Just a minute (Reading)xxx The point is, you want the packing plants covered."

That was what they wanted covered and all they wanted covered at the time the agreement was entered into, and I can show by Mr. O'Hearn and other gentlemen that when they referred to the companies owned and controlled by them or any of them they had reference to such of those companies as were distributed or apportioned or taken over at the time of the dissolution of the National Packing Co.

THE ARBITRATOR: Such as Fowler's.

MR CONDON: Yes, and other concerns at that time. I could also show that certain of these companies have interests in salt mines, joint control or joint interest, and the purposes are manifest. I could show why this was done here, if it was desired.

And by the way, in reference to the statement that was made the other day, about Mr. Swift's testimony in Washington, I stated that my impression was that Mr. Heney had sought to make some imputation with reference to Mr. Swift. I was wrong about that. There was no such imputation raised or made, and the proceedings have not been published. I talked with Mr. Veeder and I also talked with Mr. Swift in reference to that particular statement, and Mr. Veeder has not any recollection as to what if anything was said as to the National Box Company. Mr. Swift's statement is to the effect that he has not any distinct recollection as to what was said; that there was talk as to the companies engaged in salt mines and other concerns that were in joint control, and that it is quite likely that he made a statement that they were originally acquired jointly so that there might be some protection to the packing industry for the security of supplies in case of a stress or strain.

MR TAVERNIER: At the time, your Honor, I stated there was a newspaper clipping.

THE ARBITRATOR: Well, if you can find it.

MR TAVERNIER: I have it right here.

THE ARBITRATOR: Well, we have been taking newspaper clippings in the record in these examinations and I don't see there would be any objection to one small, wee clipping. If you have it here, let Mr. Condon have the benefit of it.

(The newspaper article in question was handed to Mr. Condon by Mr. Tavernier.)

MR CONDON: It does not appear to be a quotation from him. It is the conclusion of the reporter apparently.

THE ARBITRATOR: Well, it is manifest they are operated for their ultimate benefit. They are the sole stockholders. We have that much and more, too, now. They have the benefit in the way of profits.

MR CONDON: And of security in the way of a supply.

THE ARBITRATOR: Yes. Of course, they would have a right to favor themselves. It would be expected they would favor themselves. Well, then, we will leave it open.

MR CONDON: Will you send me a copy of it?

MR TAVERNIER: Yes. I was wrong in saying I took it up with you in August. It was in December.

MR CONDON: I presume we can concede that you never have, for these employes, rather, never did contend until the time that you filed this -- so far as the National Box Company is concerned, or the Judge is concerned, never did contend that this award applied until the time of that filing. You never made a claim?

MR TAVERNIER: No, I never made the claim either with the National Box Company or the Judge that there was any contention on their part that the award applied, until that filing.

THE ARBITRATOR: Well, until the time that he spoke to me about it, and then I communicated with you while the other arbitration was on in December of 1918.

MR CONDON: And that they had accepted and had worked under conditions entirely different from the award up to this time.

THE ARBITRATOR: Whatever they were, oh, yes.

The foregoing was all the evidence heard by the Arbitrator on this matter.

B. Location pp. 100 rating	75	
1. Site and drainage	30	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	10	pp. 30
	75	100

C. Camp pp. 100 rating	44.66	
1. Housing	10.20	pp. 19
2. Water supply & distribution	7.44	pp. 25
3. Sewage & waste disposal	4.66	pp. 19
4. Camp Upkeep	4.00	pp. 8
5. Food and merchandise supply	7.45	pp. 10
6. Medical & health provision	4.48	pp. 8
7. Educational provision	3.18	pp. 6
8. Recreational provision	3.25	pp. 5
	44.66	100

1	—	53.7	x 19
2		29.75	x 25
3	—	24.5	x 19
4		50.0	x 8
5		74.5	x 10
6		56.0	x 8
7		53	x 6
8		65	x 5

District Alabama Agent Helen H. Runge

Field No. 124, 125 Date June 7, 1923.

Serial No. 1 Rating Camp 44, 66

313 Location 45

A. General Information

1. Company Little Cahaba Coal Co.

2. General Office Piper, Ala.

3. Mine Piper No. 1 and 2

4. Address Piper, Ala.

5. No. Empl. Total 300 In 300 Out 0

6. Pop. Actual _____ Estimated 1200

7. Prev. Nat. 50% negro 40% white Am. - 10% foreign

8. Age of mine 22 years probable life 20 years -

9. No. of houses: Tot. 226 D. 0 S. 224 B. 2 O. 0

10. Rents: Per room: P 1.50 R _____
Per house: P 3.00 — 7.00 R 3.00 — 7.00

School tax - .85 per mo. for married men
.45 " " " single "

11. Charge for water
Doctor - 1.40 for married - .95 for single men per mo.

12. Charge for light 1.00 for 3 room houses
1.20 " 4 room houses.

13. Charge for coal 4.00 a ton delivered -

14. Climate

Nearest town - West Blocton - Dist. 7 mi. - 1023 pop
" - 2500 - Bessemer - " - 32 mi.

At least 2 square miles — practically all available for building sites.

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

West Groton - 7 mi -

Fair roads - passable all year - but worn -
Jotari service -

L.V.R.R. - 1 train each way daily -

Rating 10

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hillsides and broad ridges at good elevation - excellent drainage - above Cahaba River -

Rating 30

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Along tops and sides of several ridges — location not improved — but ground for homes fairly level — all accessible to road —

Rating 9

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Homes spread out almost two miles — scattered — none close together —

Rating 10 WHM

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside	(no sink)	4	
	(with ")	9	
(b) Light	(window)	5	4
	(electric)	4	1.2
(c) Plumbing	(bath tub)	3	
	(water closet)	3	
(d) Screens		3	
(e) Furnace		2	
(f) Coal shet		1	

Windows are small — 2 to a room in most cases —
30 % of houses have electric lights —

226
30
67.80
154
226

Rating 5.2

226

Majority of houses 15 or more years old -

Wood frame
Board & Batten
Ceiled inside
Single floors - Post foundation
Composition paper roofs -

Mostly 3 and 4 room - some 2 room houses are tiny - very small rooms.

Rating 15

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3 1.5
Inside wall condition	2 1
Freedom from leaks	8 5
Freedom from breaks	8 5
Other disrepair	4 2

Rating 14.5

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

No protection - distant from houses but open to cows, dogs, etc. - Plentiful supply of water

Rating 25

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

Health analyzes water - and doctor says colon bacillus has been reported - Doctor admits water is unfit for drinking without filtration - Co. does not provide filters - those who use hydrant water provide filters - water is extremely warm in summer and cannot be used without icing.

rating ? 5 WFG

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

Because of poor quality of water many people are using springs for drinking - and even washing - This is especially true in colored section where hydrants are not so frequent. Part of white camp where water is at porches - people have individual filters - and use river water almost entirely.

Typhoid in camp from time to time - every summer.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

Water is pumped from Cahaba River to tanks - No filtration or purification - Sewage from convict mining camp at Belle Ellen enters river 8 mi. above Piper - State Board of

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

All open surface —

Rating 3

Summary of S. & P. Ratings

50% using springs at 25
50% using river water 5

WEY

Final Ratings 15

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

50% get water from 3 or 4 distant springs - no one going less than 350 feet - majority 500-600 - some as much as 1000 ft. - 2

25% have water at porch - 35
25% - hydrants - 30 or 4 houses to one hydrant - points 30' - 150' distant -

(There are hydrants among these houses using springs - same even at porch, but people are not using water) -.

50% at 2 100
25% at 35 875
25% at 20 500 14.75

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

100 ft to 125 ft from houses - distance really advantage because of surface type

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Used by a family

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Company does nothing toward cleaning privies — Some people use lime — sewage openly exposed — wide gap between house and ground

Rating 5

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Spring cleaning — rubbish which tenant takes together is collected — Majority thrown down hillsides —

Rating 2.5

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection —

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No sidewalks - all houses reached by path or road -

Rating 8

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

5 lights around store - a few porch lights - all installed by tenants.

Rating 2

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Good - hard dirt and shale roads for most part - Some of more distant houses are steep - ruts -

Rating 20

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Majority of houses are fenced - rough post and wire - Need attention and repair - posts leaning -

Rating 12

V. Food and merchandise pp.100
1. Food source and variety pp. 60
(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45 45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55
(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores
(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2 1
(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 1
(rate as above)

(f) Home produced milk 0-1.5 .5
(rate according No. of cows to families, note if pasture and stabling not available)

Nearest stores at Hoctor - 7 mi - Says company store sells all merchandise but milk - farmers bring in vegetables and milk to camp - sell directly to people -

Rating ~~45~~ 47.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Good sized yards — majority 100 or more feet deep —

Rating 8

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Naturally attractive location — houses stretch along woods — large trees —

Rating

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Contract - at camp -

Rating 38

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham - 35 miles -
Not available for families -

Rating 6 WTG

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

Adequate labor for meats - which, with vegetables, are sold from separate screened section - this however near front door - dust when meats are on counter - No screens on doors -
Store is large - well - ventilated, floors, counters kept clean.
Rating - 12

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

People buy at Klecton - 7 miles - and at Birmingham - No stores - except company - within 1/2 hours reach -

Rating 15

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - no crew —

Rating 6

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

None

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Dentist at camp two days every week — Does 9/10 of work — Nearest other dentist at Blocton - 7 mi

Rating 6

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 37

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

No teacherage - Principal has house - board at camp

Rating 6

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

35

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

Schools at camp - 9 mos. term - County provides 6 or 7 mos. term - school tax for remainder -
white - 9 grades - about 250 pupils - 5 teachers
colored - 7 grades - 75 pupils - 2 teachers -

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

2

White high school - Blocton - 7 mi. - [illegible] transportation
No colored high school -

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10
(b) Bowling Alley	5	
(c) Dance Hall	5	5
(d) Movie Theatre	10	10
(e) Pool Room	5	
(f) Fraternal Order	5	5
(g) Public Hall	5	auditorium of school 5
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other Rivers	5	5
(l) Musical Club	5	

2. Religion pp. 25

Church	25	
		25

River used for fishing and swimming

Rating - ~~60~~ 65 WM

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5 3
(b) Repair (Describe) 0-3 2
(c) Water (inside, outside & distance, source) 0-3 1.5
(d) Toilets (flush closets, privies, condition) 0-3 1
(e) Heat (furnace, stove) 0-2 1.5
(f) Ventilators (system, window boards, none) 0-3 1
(g) Free books 0-3 0
(h) Medical Inspection 0-3 0

Describe building and equipment:

White school - consolidated - also used by adj. mining camp. 2 story clapboard building - well and attractively built - painted white - paint clean and fresh - inside ceiled walls clean, even - good condition large school yard and auditorium - outside drinking fountains - Hot Air Furnace - outside surface privies - No medical inspection.

Colored school - old 2 story board and batten - also used for colored church and lodge meetings - worn, dark-green paint - usually square construction - water - spring, 300' - outside surface privies - Heat - stove

- A new $10,000 colored school, which the company is building, will be finished this fall.

Rating 10

B. Location pp. 100 rating	60	
1. Site and drainage	25	pp. 35
2. Space	30	pp. 35
3. Intercourse with other communities	5	pp. 30
		100

C. Camp pp. 100 rating	47.93	
1. Housing	8.17	pp. 19
2. Water supply & distribution	16.25	pp. 25
3. Sewage & waste disposal	5.51	pp. 19
4. Camp Upkeep	1.92	pp. 8
5. Food and merchandise supply	6.65	pp. 10
6. Medical & health provision	4.16	pp. 8
7. Educational provision	4.02	pp. 6
8. Recreational provision	1.25	pp. 5
	47.93	100

1. 43 x 19
2. 65 x 25
3. 29 x 19
4. 24 x 8
5. 66.5 x 10
6. 52 x 8
7. 67. x 6
8. 25 x 5

District Birmingham - Ala. Agent Helen H. Ringe

Field No. 83 Date May 28, 1923.

Serial No. 2 Rating Camp 47.93

Location 60.

298

A. General Information

1. Company Dora Fuel Company (after June 1st Pratt Fuel Company)

2. General Office 715 American Trust Bldg. Birmingham - Ala.

3. Mine Dora Fuel Mine

4. Address Dora - Ala.

5. No. Empl. Total 100 In 40 Out 60

6. Pop. Actual _____ Estimated 125

7. Prev. Nat. White American

8. Age of mine 4 yrs. probable life 40 years

9. No. of houses: Tot. 28 D. 0 S. 28 B. 0 O. 0

10. Rents: Per room: P 2.00 R _____
Per house: P 8.00 R 6.00 - 8.00

11. Charge for water School Tax - .50 for married men per mo. .25 " single " " "
Hospital - .50 per mo.

12. Charge for light no lights.
Doctor 1.00 for married - .75 for single men per mo.

13. Charge for coal 3.50 per ton when delivered - Free when taken from mine by tenant.

14. Climate

pop 916

Nearest town - Dora - Dist. 2 mi.

Extensive property - not limited by either mountains or streams

Rating 30

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Dora - 2 mi. distant -

No train service - no regular taxi - trip costs $1.50 - people usually walk.

Dirt road - very muddy in wet weather

Rating 5

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Gently sloping hillsides - near deep pine woods - excellent drainage.

Rating 25

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Along road and on almost level ground - good drainage - surrounded by pine woods

8
7
12
4
12
43

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5.

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Space about each house

Rating 7

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside	(no sink)	4
	(with ")	9
(b) Light	(window)	5 —4
	(electric)	4
(c) Plumbing	(bath tub)	3
	(water closet)	3
(d) Screens		3
(e) Furnace		2
(f) Coal shet		1

No electric lights

Windows - 2 to a room - small

Rating - 4

28

Houses are all wood frame - majority four room - some three - Board and Batten - or cheap grade clapboard Inside - is of wood - tongue and groove sealing like flooring - not regular ceiling - Single floors - Post foundation Composition paper roof -

- Houses were built only three years ago - but are of cheap and faulty construction - The tenants say "not much tight" - Clapboards do not fit closely - and there are gaps in board and batten finish.

Rating 12

II. Water Supply: pp. 100 rating 65

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Drilled wells - depth not reported -
Cased - water drawn up in
steel bucket on iron chain -
No tight curb -

55
10
65

Rating 55

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3 - 0
Inside wall condition	2 - 1
Freedom from leaks	8 - 1
Freedom from breaks	8 - 8
Other disrepair	4 - 2

Houses unpainted

Inside - unpainted - not tight - the even and unmarked -

Leaks - roofs are improperly constructed and water pours in -

Porches broken - windowpanes out -

Rating 12

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
4 1. Rigidly fly proof 28
8 2. Open seat, closed back and sides, according to depth, etc. 14-21
4 3. Open seat and sides according to fly exposure 17.5
5
2
3 (e) Water tight pail privies, according to
3 fly exposure and supervision 7-31
29 (f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Surface privies - open exposure of sewage -

Rating 4

Summary of S. & P. Ratings

100% using drilled wells -

Final Ratings 55

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

4 wells in entire camp - including one at Tiffle used by only 2 families -

1 W used by 10 families - majority going over 400 feet for water -

Practically every one in camp goes at least 200 ft. for water since houses are scattered.

10

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Objections arising from surface privies, where sewage is exposed — cleaned irregularly — not badly filled —

Rating 8

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Colored man is detailed to do clean up - but there is no supervision at camp to see work is done - very little actually done - Tin cans, shoes, paper, etc. littered over camp -

Rating 3

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No sidewalks - all houses on road -

Rating 6

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

10
1
6
0
3
4
24

Dirt roads - soil that has ready drainage - do not stay muddy for any length of time

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Some few irregular wood fences by tenant

Rating 1

V. Food and merchandise pp.100
1. Food source and variety pp. 60
(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45 38

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55
(Apply note under (a) to this section also)

39.5 (c) Combination of company and independent stores
7. as specified in a and b, the independent store
20 being adjacent or at varying distances from the
66.5 camp; rate according to distance of ind. stores
(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2 .5
(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 .5
(rate as above)

(f) Home produced milk 0-1.5 .5
(rate according No. of cows to families, note if pasture and stabling not available)

Only store is one belonging to another company - right at camp - small - limited stocks - people do most of buying at Bora - 2 mi. distant - groceries delivered.

Rating 39.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

adequate space about houses - but no more than 1/4 of tenants have any gardens

Rating 3

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbis about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10

No planning in development with thought for appearance - attractive because of location among pine woods. Houses scattered.

Rating 4

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Contract doctor - at Dora - 2 mi.

25
12
9
0
6
0
52

Rating 25

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham - 1½ hours from Dora by train - available for families

Rating 12

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

no store belonging to company.
Other closed - not seen

7 -

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

most of buying done at Dawson

Rating 20

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - no crew

Rating 6

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-8
(c) For women and children 9-10

None

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Dora - 2 mi.

Rating 9

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 38

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

No school at camp -

Teachers live at Dora

Rating 10 WJH

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

25
13

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35 25

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

though there is another camp. directly adjacent of about 50 homes. Nearest school is at Dora - 2 mi - no transportation - little children cannot go - Communities have been opened 3 years -

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15 13

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

At Dora - no transportation

3 years high school only

VIII. Recreation - Religion		pp. 100
1. Recreation		pp. 75
(a) Ballfield	10	
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	
(e) Pool Room	5	
(f) Fraternal Order	5	
(g) Public Hall	5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	
2. Religion		pp. 25
Church	25	

Nothing at camp.
All recreation at Dora - movies, pool room, fraternal orders and church there.

Rating - 25

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 4 0-5
(b) Repair (Describe) 0-3 3
(c) Water (inside, outside & distance, source) 0-3 3
(d) Toilets (flush closets, privies, condition) 0-3 3
(e) Heat (furnace, stove) 0-2 steam 2
(f) Ventilators (system, window boards, none) 0-3 1
(g) Free books 0-3 0
(h) Medical Inspection 0-3 3
Describe building and equipment:

School at Dora not seen

grades and high school in one building - 9 mos. term -

from B schedule
white - new, 1 story brick - plastered - good cond
colored - 1 story - weather bd - ceiled " "

Rating 19

B. Location pp. 100 rating 90

1. Site and drainage	30	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	25	pp. 30
	90	100

C. Camp pp. 100 rating 31.99

1. Housing	6.08	pp. 19
2. Water supply & distribution	5.75	pp. 25
3. Sewage & waste disposal	3.42	pp. 19
4. Camp Upkeep	2.24	pp. 8
5. Food and merchandise supply	7.15	pp. 10
6. Medical & health provision	4.00	pp. 8
7. Educational provision	2.64	pp. 6
8. Recreational provision	.75	pp. 5
	31.99	100

1	32	x	19
2	23	x	25
3	18	x	19
4	28	x	8
5	71.5	x	10
6	50.0	x	8
7	44.0	x	6
8	15.	x	5

Camp was formerly much larger - and until 1918 employed convict labor - Mine old - and camp has steadily deteriorated to its present small and utterly neglected condition.

District Alabama Agent Helen H. Ringe

Field No. 169 Date June 2, 1923.

Serial No. 3 Rating Camp 31,99

Location 90

358

A. General Information

1. Company Red Feather Coal Company.

2. General Office Blocton, Ala.

3. Mine Red Feather (No. 11) -

4. Address Blocton, Alabama.

5. No. Empl. Total 146 In 27 Out 119

6. Pop. Actual _____ Estimated 125

7. Prev. Nat. 50% negro - 50% white American

8. Age of mine 23 years probable life 4 years.

9. No. of houses: Tot. 27 D. S. 26 B. 1 O. 0

10. Rents: Per room: P 1.00 R _____

Per house: P 3 and 4 R 3.00 - 5.00

Schoolhouse - for all men who do not contribute elsewhere:-

11. Charge for water .80 for married men per mo.
.40 " single " " "

12. Charge for light no lights

Doctor - 1.50 for married - 1.00 for single men per mo.

13. Charge for coal

Hospital - .50 for married - .25 for single men per mo.

14. Climate

Nearest town - West Blocton - Dist. 5 mi. — 1023 pop.

" " 2500 - {Tuscaloosa, Birmingham} — " 35 mi.

Extensive - unhampered by topography -

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: Glocton - 5 mi.
Mobile and Ohio train - 3 each way daily
Good roads -
Trucks bring men in from Glocton and adjacent country - bring them back at night.

Rating 25

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hillsides - broad - gentle slope - good drainage

Rating 30

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Good natural location — unimproved — spread over hillsides —

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Houses scattered — none close together —

Rating 10

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	-0
(with ")	9	
(b) Light (window)	5	-3
(electric)	4	-0
(c) Plumbing (bath tub)	3	-0
(water closet)	3	
(d) Screens	3	-0
(e) Furnace	2	-0
(f) Coal shet	1	-0

No electricity — tiny windows —

Rating — 3

27

Ancient - cheap construction - poor lumber -

Board and Batten

Inside - plain board and some ceiling - kitchens have no inside finish - merely rough wood of outside boards - wide gaps -

Composition paper roofs -

Single floors - Post foundation -

Rating 8

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3 0
Inside wall condition	2 0
Freedom from leaks	8 0
Freedom from breaks	8 2
Other disrepair	4 1

Houses unpainted

Inside walls not tight — wide gaps stuffed with rags — dirty old white wash peeling off — or unpainted —

There is no "freedom" — the water pours in —

Strips loose — boards off — water and wind comes in around windows and doors —

Almost impossible to keep houses warm — floors have large holes — Porches broken —

Rating 3

Houses receiving absolutely no attention:

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

One - concrete wall and cover - water thru pipe

One - no protection - water diffed out -

There is other water pipe & from distant spring to hydrants - not used for anything but washing, because of poor quality -

Rating 20

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Open surface -

Rating 3

Summary of S. & P. Ratings

Springs -

Final Ratings 20

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

All houses use 2 springs - no one going less than 250 feet for water - almost all over 400 - some 800 feet -
Hydrants can be used for washing only.

Rating - 3

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 3

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Five families without any privy –

Rating 4

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Houses almost falling down - Sewage openly exposed - One colored family that had no privy built one of a few boards and burlap sags -

Rating 2

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

No collect coin — and has not been for a long while.

Rating 2

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection –

Rating 1

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None — all houses can be reached by road or hard path - not a regular made path —

Rating 6

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Dirt roads - hard surface - but deep ruts - are passable -

Rating 15

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

No more than 3 houses fenced - very ramshackle - done by tenant

Rating 1

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores 45

(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2 0

(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 0

(rate as above)

(f) Home produced milk 0-1.5 .5

(rate according No. of cows to families, note if pasture and stabling not available)

Company store - limited supply of vegetables - very little meat during summer - not much at other times - Stores at West Bloctou - 5 mi.

Rating 45.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Space — but no yards — weeds or bare dirt

Rating 3 —

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

absolute lack of anything to keep up appearance — trees and natural good location only a drawback — Rubbish —

Rating 3

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Contract - 1 mi. distant —

Rating 30

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14 ✓
(c) More than 2 hours ride away roads or service poor 0-8

at Ensley - near Birmingham
available for families —

Rating 10

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

Small ice box - very meager ice supply - little perishable food kept - almost no meat in summer -
Dried fruits in cartons -
Store fairly - ill kept
Rating - 8

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Stores at West Bloctan -

Rating ~~22~~ 18

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - no crew

Rating 5

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

None

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

5 mi -

Rating 5

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 36 -

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Schools not at camp — but no desirable living places available —

Rating 3

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

30

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

white - 1/2 mi - 8 grades - 2T
Colored - 1 mi. at adjacent mining camp - 8 grades - 2T -

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transporation 0-14

6

For white children - at West Glacier - 5 mi - convenient train -

No colored high school -

VIII. Recreation - Religion		pp. 100
1. Recreation		pp. 75
(a) Ballfield	10	
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	
(e) Pool Room	5	
(f) Fraternal Order	5	
(g) Public Hall	5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	
2. Religion		pp. 25
Church	25	

Nothing except that offered by West Groton — 5 mi. distant —

Rating — 15

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg. 0-5 1.5
(b) Repair (Describe) 0-3 0
(c) Water (inside, outside & distance, source) 0-3 1
(d) Toilets (flush closets, privies, condition) 0-3 1
(e) Heat (furnace, stove) 0-2 1
(f) Ventilators (system, window boards, none) 0-3 .5
(g) Free books 0-3 0
(h) Medical Inspection 0-3 0
Describe building and equipment:

Colored school - not seen - is a 2 rm - wd. bldg at Red Eagle, adjacent camp -

White school - meets in a miserable old 2 story - 2 room wood building - unpainted - clapboards out of sides - inside walls dirty - ceiling broken - window panes out - steps missing - old broken desks - floor almost to through -

Rating 5

B. Location pp. 100 rating	78	
1. Site and drainage	28	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	15	pp. 30
		100

C. Camp pp. 100 rating	52.2	
1. Housing	10.2	pp. 19
2. Water supply & distribution	11.6	pp. 25
3. Sewage & waste disposal	10.8	pp. 19
4. Camp Upkeep	2.4	pp. 8
5. Food and merchandise supply	7.4	pp. 10
6. Medical & health provision	4.4	pp. 8
7. Educational provision	3.4	pp. 6
8. Recreational provision	2.	pp. 5
	52.2	100

1	53.5 x 19 =	
2	46.5 x 25 =	
3	57. x 19 =	
4	30. x 8 =	
5	74.3 x 10 =	7.4
6	55 x 8 =	4.4
7	56.5 x 6 =	3.4
8	40. x 5 =	2.

1/3

District Birmingham-Ala. Agent Helen N. Ringe

Field No. 20 Date May 28 1923.

Serial No. 4 Rating Camp 52, 2

Location

~~269~~ ~~270~~ 269

A. General Information

1. Company Barney Coal Company

2. General Office Cordova, Ala.

3. Mine Barney

4. Address Cordova, Ala.

Treat wat O.K.

5. No. Empl. Total 98 In 80 Out 18

6. Pop. Actual Estimated 300

7. Prev. Nat. 60% White American - 40% negro.

8. Age of mine 17 years probable life 15 years -

9. No. of houses: Tot. 45 D. 0 S. 43 B. 2 O. 0

10. Rents: Per room: P R

Per house: P 5.00 R

11. Charge for water Schooltax - .25 per mo. for single men - .50 per mo. married men without children 1.00 " " " " with children of school age

12. Charge for light .10 per kw. hour.
Hospital - .50 per mo.

13. Charge for coal 2.30 per ton - including delivery
Doctor - 1.20 for married - .80 for single men per mo.

14. Climate

pop 1747

Nearest town - Cordova - Dist. 4 mi.

Extensive -

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Cordova - 4 mi. distant -

So. R.R. - 2 trains each way daily - Roads fair - dirt - very muddy in wet weather, the drainage is rapid.

No taxi service - can be called from Cordova

Rating 15

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hillsides - broad - gentle slope - excellent drainage - above Warrior River

Rating 28

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

None near tipple - hillsides, gentle slope, above Warrior River - Among trees and woods - colored section on distant hill

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Scattered over hillsides - none close together - Smallest space about 50 ft. for a house

Rating 8

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	.5
(with ")	9	
(b) Light (window)	5	-4
(electric)	4	-4
(c) Plumbing (bath tub)	3	
(water closet)	3	
(d) Screens	3	
(e) Furnace	2	
(f) Coal shet	1	

Water - 6 have water inside, installed by tenant - no sink -

Light - windows 2 to a room - small -

Electricity - all equipped -

8.5

45

All houses are square - four room - wood frame -
Board and batten
Ceiled
Single floors - post foundation
Composition paper roof.

Rating 15

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3 -	2
Inside wall condition	2	1
Freedom from leaks	8	3
Freedom from breaks	8	6
Other disrepair	4	2

Paint - dark green or red - done about a year ago -

Inside - walls unpainted - dirty

Leaks - about half of roofs have been reconered - others leak very badly and have done so over a year

Floors worn and perches broken.

Rating 14

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

33%

Water is pumped to tank from Warrior River - Present system was installed upon recommendation of State Board of Health after several cases of typhoid had occurred near community among people that drank river water.

Water is filtered and chlorinated - State Board makes analysis every two months. more frequently when system was first installed. - Have had no trouble with water which has passed analysis each time.

In summer water is so warm that it is almost unusable for drinking without being iced.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Dug pit - 5 ft. deep - concrete top level with ground - tight seat - covers -
Fly exposure only where covers are missing or wood of house has rotted along ground - making some small gaps

Rating 25

Summary of S. & P. Ratings

65
33
195
195
2145

Final Ratings 21.45

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

In almost all cases one hydrant for 3 houses - no one goes over 125 ft. for mates. majority 50 ft - 75 ft.

25

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 5

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Soil provides ready drainage -
Privies not full - would be improved with more frequent lining.
Well built - all have doors -

Rating 15

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

No collection - spring cleaning once in a while - litter over camp - though majority of tenants keep premises fairly neat - goats and sheep wandering about bring filth under houses -

Rating 3

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Thrown out

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No sidewalks - all houses reached by road or path

Rating 6

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Dirt roads - deep mud in bad weather - the soil drains easily - roads soon dry

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

No fencing, except some irregular done by tenant - no more than 6 houses

Rating 1

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability. 40

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-~~55~~

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2 .3
(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 .5
(rate as above)

(f) Home produced milk 0-1.5 .5
(rate according No. of cows to families, note if pasture and stabling not available)

Nearest stores - Cordova - 4 mi -
Company store - meat twice a week -
no milk - farmers bring vegetables in -

Rating 41.3

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

adequate space - almost no yards - few vegetable gardens

Rating 3

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

naturally attractive location - large trees - but lack of fences, gardens -

Rating 4

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Contract doctor - at Cordova - 4 mi.

Tenants assert present doctor was employed because former physician pressed company too much over sanitary conditions in camp - Doctor does not come to camp daily as contract requires and will not come at night the people go after him -

Rating 22

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

at Birmingham - 31 mi. - 1 1/2 hours on train - Fund makes use available for families.

Rating 12

2. Food protection pp.15

(a) Refrigeration 0-2.5 6
(b) Dust and fly protection 0-2.5 5

Large ice box -

All doors screened -

Dried fruits open display -

Store large, clean, well kept

Rating - 11

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Stores at Cordova - 4 mi. -

Rating 22

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - no crew
for 8 men have had regular
training -

Rating 7

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

Showers and lockers -
men only -

Rating 7

3. Dentist pp. 10
(a) In camp ot within 5 miles 6-10
(b) 5 miles or more away 0-5

Cordova - 4 mi.

Rating 7

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 39

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Company has provided house for teachers -

Rating 8

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40 35
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

White
8 grades - 3 teachers - 120 pupils - 8 mo. term.
County school within 1/2 mi. of camp.
Colored - 7 grades - 1 teacher - 15-20 pupils - 5 mo. term

B. High School pp. 20

(a) In camp or within 1 mile	20
(b) 1 - 3 mi. free transportation	20
train or trolley	18
no transportation	15
(c) Over 3 mi. free transportation	10-18
train or trolley	5-15
no transportation	0-14 4

High School at Jasper - 13 mi -
Can take train to Cordova and go by taxi or train for there in time to reach school.

VIII. Recreation - Religion		pp. 100
1. Recreation		pp. 75
(a) Ballfield	10	
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	
(e) Pool Room	5	
(f) Fraternal Order	5	
(g) Public Hall	5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	
2. Religion		pp. 25
Church	25 20	

White and colored church at camp - latter at schoolhouse - Only other recreation at camp is movies: fishing, hunting, swimming. Cordova for movies, pool room, fraternal orders

Rating - 40

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5
(b) Repair (Describe) 0-3
(c) Water (inside, outside & distance, source) 0-3
(d) Toilets (flush closets, privies, condition) 0-3
(e) Heat (furnace, stove) 0-2
(f) Ventilators (system, window boards, none) 0-3
(g) Free books 0-3
(h) Medical Inspection 0-3
Describe building and equipment:

white school - 5 rm. wooden building, - only 3 used - about 5 years old - needs painting - outside privies - Stove - no medical inspection -

colored school - 1 rm. building - wood - small - low ceiling - no desks - benches only - sixteen windows about 1½' by 3' - room dark - water - hydrant - 50' - toilet - outside privy - no medical inspection -

Rating 9.5

B. Location pp. 100 rating	83	
1. Site and drainage	28	pp. 35
2. Space	30	pp. 35
3. Intercourse with other communities	25	pp. 30
	83 ✓	100

C. Camp pp. 100 rating	54.17	
1. Housing	7.79	pp. 19
2. Water supply & distribution	13.50	pp. 25
3. Sewage & waste disposal	11.97	pp. 19
4. Camp Upkeep	1.92	pp. 8
5. Food and merchandise supply	8.35	pp. 10
6. Medical & health provision	4.64	pp. 8
7. Educational provision	3.00	pp. 6
8. Recreational provision	3.00	pp. 5
	54.17	100

1 - 41 x 19
2 - 54 x 25
3 63 x 19
4 - 24 x 8
5 83.5 x 10
6 58.0 x 8
7 50. x 6
8 60 x 5

Though company has large acreage of coal, mine has been shutdown for greater part of two years because of attempts of union to organize the field. The camp, evidently originally thriving, is sadly run-down - only 30 houses being occupied. There are all near company store so tenants can be watched, the Supt. says. He considers the fact that there is an independent, incorporated town adjacent, a matter for regret.

District Alabama Agent Helen H. Ringe

Field No. 200 Date June 4 1923.

Serial No. 5 Rating Camp 54,117

Location

~~253~~ 252

A. General Information

1. Company Sloss-Sheffield Steel and Iron Co.

2. General Office Birmingham, Ala.

3. Mine Tom Found

4. Address Brookside, Ala.

5. No. Empl. Total 85 In 40 Out 45

6. Pop. Actual Estimated 175

7. Prev. Nat. Employed - ~~25~~% white - ~~75~~% colored - ~~50~~% Italian
At camp - 15% white - 85% colored -

8. Age of mine ~~28~~ years - probable life 50 years -

9. No. of houses: Tot. 70 D. 0 S. 69 B. 1 O. 0

10. Rents: Per room: P R
Per house: P 8.90 R 4.45 — 11.10

11. Charge for water
Insurance - 1.25 per mo. per man

12. Charge for light
Hospital - .25 per mo.

13. Charge for coal 3.25 per ton delivered
Doctor - 1.50 for unmarried - 1.00 for married ?

14. Climate

166 pop

Nearest town - Brookside - Distance - adjacent
" - 2500 - Birmingham - " - 15 mi.

Large property.

Rating 30

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: 15 mi. from Birmingham
2 trains each way daily -
Jitney two a day to Birmingham - Excellent roads -
Jitney runs four times a day to Pratt City from where a trolley connects with Birmingham

Rating 25

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Low hillsides near R.R. and creek —
open - gentle slope —

Rating 28

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Fairly level land and low hillside - Many houses near old dump - and coke ovens. Latter now removed, but makes site unattractive.

Rating 5

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Rating 6

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	
(with ")	9	
(b) Light (window)	5	— 3
(electric)	4	
(c) Plumbing (bath tub)	3	
(water closet)	3	
(d) Screens	3	
(e) Furnace	2	
(f) Coal shet	1	

No electricity -
Windows small - not much light in room when door is closed.

Rating — 3

70 Wood Frame

Majority board and battens — some cheap grade clapboard, thin, narrow strips —

Inside — ceiled —

Post Foundation — single floors

Composition paper roofs

Rooms are small —

Rating 12

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	.5
Inside wall condition	2	.5
Freedom from leaks	8	5
Freedom from breaks	8	6
Other disrepair	4	3

Unoccupied houses not considered in rating - some have been empty two years and are in bad condition. -

Paint on all houses is old and dirty - Inside walls, while tight, are unpainted, dirty - ceiling block -

No bad leaks - some around chimneys

Rating 15

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

1 Dug Well - 40 ft. deep - stone lining and curb - pump top

1 Dug Well - 35 ft. deep stone lining - wood curb covered with zinc - open hole top - with roof above - near houses - but fair privies deviate bad soil pollution

Rating 45

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Pail privies - some back covers off - are adequately supervised - cleaned at least once a week - usually oftener - Sewage buried away from camp -

Rating 26

Summary of S. & P. Ratings

100% using dug wells at

Final Ratings 45

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

Two wells for all houses — those nearest to wells are occupied at present — One is used by about 20 houses — dist. 25' - 450'

Rating — 9

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Comparatively few houses occupied - and those privies in use are in good condition.

Rating 20

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

No receptacles - collected about twice a year -

Rating 4

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 2

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No sidewalks - hard path

Rating 6

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Several lights about store - no porch lights

Rating 1

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Hard dirt - no ruts - ready drainage prevents mud -

Rating 12

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

no fencing by company -

Rating 0

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55 52

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2 .5
(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 .5
(rate as above)

(f) Home produced milk 0-1.5 .5
(rate according No. of cows to families, note if pasture and stabling not available)

Company store carries no fresh meat - only small supply of vegetables - Stores at Brookside - adjacent town.

Rating 53.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Space about houses - but very few gardens or yards -

Rating 3

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Run down and ill-kept - large number of empty houses - rubbish - weeds in profusion - camp originally not planned with any thought for appearance.

Rating 2

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

At Cardiff - 1 mi -
Contract -

Rating 30

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham - 15 mi. - Good roads - available for families.

Rating 13

2. Food protection pp.15

(a) Refrigeration 0-2.5 6
(b) Dust and fly protection 0-2.5 4

No fresh meats kept — other meats sold from separate screened section — Small ice box —

No screens at front door —

Prunes sold in bulk - open box

10

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Numerous stores at Brookville — inferior grade — People do a great deal of buying in Birmingham —

Rating 20

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - no crew -

Rating 6

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

Small wooden building, but unused — Has showers -

Rating 2

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

2½ miles - Parkersburg City.

Rating 7

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 35

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Company provides no boarding places -

Only inferior boarding at Brookside -

Rating 4

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35 35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

Colored school - 1/2 mi - 8 grades - 2 teachers
white school - 1/2 mi - " " - 7 teachers
} County schools in Brookside - adjacent town -

9 mos. term.

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15 0
no transportation 0-14

Nearest high school - Bayles - 15 mi. - no transportation.

No colored high school -

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	10
(e) Pool Room	5	5
(f) Fraternal Order	5	5
(g) Public Hall	5	5
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	

2. Religion pp. 25

Church 25 25

Colored and white church on property - Other churches at Brookside.

All other recreation is at Brookside — adjacent town - none on company property.

Rating - 60

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5 3
(b) Repair (Describe) 0-3 1.5
(c) Water (inside, outside & distance, source) 0-3 1
(d) Toilets (flush closets, privies, condition) 0-3 2
(e) Heat (furnace, stove) 0-2 1
(f) Ventilators (system, window boards, none) 0-3 1
(g) Free books 0-3 0
(h) Medical Inspection 0-3 1.5
Describe building and equipment:

Colored school - has no regular building, but meets in 2 colored churches at Brookside - no desks - or regular equipment - water outside dug well -

White School - one building is 2 story wooden - used for upper grades - new 2 room concrete building used for primary grades - yearly medical inspection at white school -

Rating 11

B. Location pp. 100 rating	58	
1. Site and drainage	18	pp. 35
2. Space	20	pp. 35
3. Intercourse with other communities	20	pp. 30
	58	100

C. Camp pp. 100 rating	55.06	
1. Housing	9.58	pp. 19
2. Water supply & distribution	15.00	pp. 25
3. Sewage & waste disposal	8.17	pp. 19
4. Camp Upkeep	1.96	pp. 8
5. Food and merchandise supply	7.33	pp. 10
6. Medical & health provision	5.36	pp. 8
7. Educational provision	4.41	pp. 6
8. Recreational provision	3.25	pp. 5
	55.06	100

1 50.4 x 19
2 60. x 25
3 43. x 19
4 24.5 x 8
5 73.3 x 10
6 67. x 8
7 73.5 x 6
8 65. x 5

District Alabama Agent Agnes Leisy

Field No. 111 Date June 4, 1923

Serial No. 6 Rating Camp 55.06

Location

241

A. General Information

Exam. W.P.G.

1. Company Imperial Coal + Coke Co.

2. General Office Birmingham, Ala. ✓

3. Mine Bradford Dixiana

4. Address Dixiana, Ala.

5. No. Empl. Total 550 In 450 Out 100

6. Pop. Actual — Estimated 2000

7. Prev. Nat. 50% Negro 50% native white

8. Age of mine 40 probable life 25 +

9. No. of houses: Tot. 365 D.6 S.357 B.2 O.0

10. Rents: Per room: P — R —
Per house: P 6.75 R 4.00 - 10.10

11. Charge for water None

12. Charge for light 25¢ per drop per mo.

13. Charge for coal 4.35 short ton delivered

14. Climate

Other deductions - School 25¢ per mo. yr. round - Dr. 1.65 M. 1.35 S. Hospital 50¢

Nearest town - Mt. Pinson, 6 mi. — pop 45
" " 2500 - Birmingham, 21 mi.

Adequate space

Rating 20

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Nearest town - Mt. Pinson. 6 mi.
Bus 7:15 + 3:00 out
2:30, 5:00 + 6:30 in
fare 1.50 round trip to Birmingham
Nearest R. R. is at Mt. Pinson

Rating 20

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hilly

Rating 18

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

5|365
73
292

4/5 board + battin

1/5 clap board

15

all wood sheathing

Majority brick pillars - few wood posts.

Single floors

No cellars

Majority roof paper

Few wood shingles tin

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Presence of coke ovens objectionable for about ½ houses.
Otherwise location fairly good

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Space adequate

Rating 8

5. Repair

pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	2.75
Inside wall condition	2	
Freedom from leaks	8	4.
Freedom from breaks	8	4.
Other disrepair	4	2
		12.75

Paint rather worn off
Inside walls unpainted board - dirty
About ½ of houses in bad repair - roofs leak, windows broken + don't fit, floors broken, etc.

Rating 12.75

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

0	(a) Water inside (no sink)	4	None
	(with ")	9	
4	(b) Light (window)	5	
	(electric)	4 - ~~75~~ 250	
2.7	(c) Plumbing (bath tub)	3	None
0	(water closet)	3	
0	(d) Screens	3	None
0	(e) Furnace	2	grates
0	(f) Coal shet	1	None
6.7			

$\frac{250}{365} \times 4 = 2.7$

Rating 6.7

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

See P. H. S. ratings

11 drilled wells - 40 to 150 ft. deep.

25 % use

Rating_____

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

Self Creek to reservoir - piped to homes. Country drained by creek is sparsely settled. Water untreated. 75% use

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

Summary of S. & P. Ratings

50010

Final Ratings 32

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

Open back surface privies -

75 hyd. 371 ten
11 dr. w.
86) 371 (4.
344
270

1-4

Rating 28

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Night soil supposed to be buried behind each privy about every ten days. Some in bad condition —

Rating 18

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

See P. H. S. ratings
Open back surface privies -

Rating 4

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Fed to hogs + dogs

Rating 4

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 4

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Rating 5

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Co. has fenced about 30.
About ½ have been fenced by tenants.

Rating 7.5

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Weekly collection in center of camp; only once a year for majority.

Rating 7

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

All have sufficient space. About ½ have improved yards.

Rating 5

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Depends upon individual. Camp in general is untidy - Alleys, vacant lots, etc. have trash. ½ of yards are attractive

Rating 6

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

About 6 in central part.
Porch lights must be paid for.

Rating 1

2. Food protection pp.15

4 (a) Refrigeration 0-2.5
5 (b) Dust and fly protection 0-2.5

Ref. + buy ice -
Meat market screened -
dust + fly protection good.

Rating 9

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 16

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-~~55~~

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores

45

(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2

1.3

(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5

(rate as above)

(f) Home produced milk 0-1.5

48.3

(rate according No. of cows to families, note if pasture and stabling not available)

Co. store has average stock.

3 ind. general stores within 1/8 of mile. These are small

(d) 2/3

(e) 2/3

Rating 48.3

(f) very few (stock law - can't run loose)

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

One here at least once a week

Rating 7

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

2 resident doctors
Fee 1.65 M 1.35 S

Rating 40

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Fee 50¢ - Contract with Birmingham Hospital, 21 mi. good automobile road
train goes to Mt. Pinson, 6 mi.

Rating 12

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

White 1-9, 10 teachers, 9 months
Negro 1-7, 2 teachers, 9 months 40
Rating

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

White
Nearest Boyles, 15 mi. -
go in private cars.
Negro
None available Rating 7

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3 —
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10 —

No teams, but good many hold certificates

Rating 8

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

None

Rating 0

3. Building and equipment pp-25

4.5 (a) Building (old type 1 rm. school to modern bldg.) 0-5

3. (b) Repair (Describe) 0-3

2. (c) Water (inside, outside & distance, source) 0-3

2. (d) Toilets (flush closets, privies, condition) 0-3

1.5 (e) Heat (furnace, stove) 0-2

2. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

1.5 (h) Medical Inspection 0-3

16.5 Describe building and equipment:

White

(a) Modern 10 room bldg., stucco + plaster

(b) Excellent

(c) outside - hydrant in yard

(d) outside privies

(e) steam heat

(f) yes

(g) No

(h) yes

Negro

(a) Weather board, wd. sheathing 2 rooms + cloak room

(b) Good

(c) Carry water from nearby residence - hydrant

(d) outside privies

(e) Stove

(f) Windows open from top + bottom

(g) No

(h) yes

Rating 16.5

Rating _____

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Co. furnishes houses for entire teaching force.

Rating 10

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

	(a) Ballfield	10	10	
	(b) Bowling Alley	5	0	
	(c) Dance Hall	5	0	
2 nights	(d) Movie Theatre	10	10	
	(e) Pool Room	5	0	
	(f) Fraternal Order	5	5	W + C
	(g) Public Hall	5	5	
	(h) Boy Scouts	5	0	
	(i) Girl Scouts	5	0	
	(j) Playground	10	10	W + C
	(k) Other	5	0	
	(l) Musical Club	5	0	
			40	

2. Religion pp. 25

Church 25

~~B~~ 2 White
2 Colored
Church organizations

25

B. Location pp. 100 rating	53	
1. Site and drainage	18	pp. 35
2. Space	20	pp. 35
3. Intercourse with other communities	15	pp. 30
		100

C. Camp pp. 100 rating	56.20	
1. Housing	8.65	pp. 19
2. Water supply & distribution	16.88	pp. 25
3. Sewage & waste disposal	10.83	pp. 19
4. Camp Upkeep	2.20	pp. 8
5. Food and merchandise supply	6.88	pp. 10
6. Medical & health provision	5.36	pp. 8
7. Educational provision	4.02	pp. 6
8. Recreational provision	1.38	pp. 5
	56.20	100

1. 45.5 x 19
2. 67.5 (water estimate on basis of P.H.S. rating)
3. 57. x 19
4. 27.5 x 8
5. 68.8 x 10
6. 67. x 8
7. 67. x 6
8. 27.5 x 5

District Alabama Agent Agnes Leisy

Field No. 153 Date June 2, 1923

Serial No. 7 Rating Camp 56,28

Location

230

A. General Information

1. Company Pratt Consolidated Coal Co.

2. General Office Birmingham, Ala.

3. Mine Pratt #10.

4. Address Dora, Ala.

5. No. Empl. Total 150 In ~~95~~ 110 Out ~~55~~ 40

6. Pop. Actual — Estimated 400

7. Prev. Nat. 50% Negro 50% native white

8. Age of mine 53 yrs probable life 50

9. No. of houses: Tot. 95 D. 0 S. 95 B. 0 O. 0

10. Rents: Per room: P — R —
Per house: P 5.00 R 3.00 - 10.00

11. Charge for water None

12. Charge for light Ala. Power Co. meter average 3.00 per mo.

13. Charge for coal 2.25 short ton 75¢ delivery

14. Climate Other deductions 1.90 M. 1.25 S., Hosp. 50¢ School 50¢ M 25¢ S. year round.

Nearest town - Dora, 1 mi. — Pop 916
" " 2500 - Jasper, 15 mi.

Camp separated into several groups rather remote from each other - Spacing adequate -.

Rating 20

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

1 mi from Dora

On the Illinois Central + Frisco,

Roads only fair -

Jasper - 15 mi.

Rating 15

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
✓(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

18
20
15

Rating 18

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

95

All board + battin, wood sheathed single floors, brick pillars (few wood post)

roofing - wood shingle, roof paper + tin.

No cellars

12

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Hilly, wooded land

27
8
12
4
14.5
45.5

Rating ~~20~~ 7

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Space sufficient

Rating 8

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

0	(a) Water inside (no sink)	4	None
	(with ")	9	
4	(b) Light (window)	5	
0	(electric)	4 –	5 by tenant
0	(c) Plumbing (bath tub)	3	
	(water closet)	3	
0	(d) Screens	3 –	None
0	(e) Furnace	2 –	grates
0	(f) Coal shet	1 –	None
4			

Rating 12

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

See P. H. S. rating

Deep wells

N. R.

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	1.5
Inside wall condition	2	1.
Freedom from leaks	8	6.
Freedom from breaks	8	5
Other disrepair	4	2.
		14.5

Paint worn entirely off of some - others are stained -

About 20 houses are in miserable condition - roofs leak, big holes in floors, cracks in walls, doors + windows don't fit, whole house sagging -

Balance are only in fair condition.

Rating 14.5

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

21
18
4
4
4
57

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

See P. H. S. rating

PHS 35 60%
2100.

Rating 21

Summary of S. & P. Ratings

PHD 37 77.6 %
65
3880
4656
50.44

Final Ratings 50

2. Distribution: pp. 35

One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

N.R.

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 3 PHS 60%

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 3 PHS 6%

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Rating 18

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Rating 4

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Twice a week Co. collects
No receptacles

Rating 4

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Rating 4

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
✓ No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

10.
7.5
0
0
5
5
27.5

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:
"At one time all fenced - some torn down now"

½ poorly fenced Rating 7.5

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

48

.66 (d) Home grown vegetables 0-2

(rate by proportion of tenants with gardens and note if no garden land is available)

.75 (e) Home produced poultry and eggs 0-1.5

(rate as above)

.37 (f) Home produced milk 0-1.5

(rate according No. of cows to families, note if pasture and stabling not available)

49.78

Co. store has about average stock
Ind. stores at Dora, 1 mi.

(d) 1/3
(e) 1/3
(f) 1/4

49.78
11.
18
68.8

Rating 49.78

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Space, but not utilized

Rating 5

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

General appearance bad - a few attractive yards - but majority show no interest taken in premises.

Rating 5

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Co. doctor lives in camp.

1.40 M 1.25 S per mo.

38
14
8
0
7
0
67

Rating 38

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham, 32 mi. 1½ hr. on train
road not passable year round
Fee 50¢ -

Rating 14

2. Food protection pp.15

5. (a) Refrigeration 0-~~2~~7.5
(b) Dust and fly protection 0-~~2~~7.5
6.

11 Small ref. - ice shipped in.
Meat market screened

11

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 18

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10 no.

Rating 7

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

No

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Dora - 1 mi

Rating 8

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating _____

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

At Dora

Rating 8

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

32.
10.
8.
17.
67.

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

Dora, 1 mi.
1-10 grades, 9 mos, 12 teachers - white
1-9 " 9 mos 3 " colored

32

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

Jasper, 15 mi. - trans not provided
Can use train or cars

10

None available for negroes.

— Nothing at camp. These are at Dora — rated ½

32

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	5
(b) Bowling Alley	5	0
(c) Dance Hall	5	0
(d) Movie Theatre	10	5
(e) Pool Room	5	2.5
(f) Fraternal Order	5	2.5
(g) Public Hall	5	2.5
(h) Boy Scouts	5	0
(i) Girl Scouts	5	0
(j) Playground	10	0
(k) Other	5	0
(l) Musical Club	5	0
		17.5

2. Religion pp. 25

Church 25

at Dora — 12

27.5

3. Building and equipment pp-25

4. (a) Building (old type 1 rm. school to modern bldg.) 0-5

2.5 (b) Repair (Describe) 0-3

2. (c) Water (inside, outside & distance, source) 0-3

2. (d) Toilets (flush closets, privies, condition) 0-3

1.5 (e) Heat (furnace, stove) 0-2

2. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

3. (h) Medical Inspection 0-3

17.0 Describe building and equipment:

White

(a) New, 1 story, brick, plastered,

(b) good

(c) inside drinking fountain

(d) flush inside

(e) steam

(f) yes

(g) no

(h) yes

Negro

(a) 1 story, weather board, good cond.

(b) good

(c) out-dug well - adj.

(d) pit privies

(e) stove

(f) N. R.

(g) pay

(h) yes.

Rating 17

B. Location pp. 100 rating 97

1. Site and drainage	32	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	30	pp. 30
	97	100

C. Camp pp. 100 rating 64.91

1. Housing	7.98	pp. 19
2. Water supply & distribution	22.94	pp. 25
3. Sewage & waste disposal	7.70	pp. 19
4. Camp Upkeep	4.56	pp. 8
5. Food and merchandise supply	9.35	pp. 10
6. Medical & health provision	6.40	pp. 8
7. Educational provision	3.48	pp. 6
8. Recreational provision	2.50	pp. 5
	64.91	100

1. 42. × 19
2. 91.75 (treated water) × 25
3. 40.5 × 19
4. 57. × 8
5. 93.5 × 10
6. 80. × 8
7. 58. × 6
8. 50. × 5

District Birmingham - Ala. Agent Helen H. Reiger

Field No. 170 Date May 30, 1923.

Serial No. 8 Rating Camp 69, 91

135 Location 97

A. General Information

1. Company Republic Iron and Steel Co.

2. General Office Woodward Building. Birmingham

3. Mine Sayreton.

4. Address Sayreton, Ala.

5. No. Empl. Total 325 In 177 Out 148

6. Pop. Actual 559 Estimated

7. Prev. Nat. 75% negro - 25% white American

8. Age of mine 24 years probable life 20 years -

9. No. of houses: Tot. 156 D. S. 156 B. O.

10. Rents: Per room: P R

Per house: P 6.00 R 3.70 - 6.80

Wash house - .50 per mo.

11. Charge for water

Doctor - 1.25 for married - .75 for single men per mo.

12. Charge for light .25 for light per mo.

Hospital - .35 for married - .20 for single men per mo.

13. Charge for coal 4.00 per ton delivered

14. Climate

Near Town. Birmingham 178,270 ady

" " 2500 " "

Extensive property - unhindered by topography.

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Camp just outside city limits of Birmingham. Jitney service into town at any time - excellent roads.

Rating 30

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Open - gently sloping - low hills - excellent drainage - broad fields -

32
35
30
97

Rating 32

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Good location on hillsides - gentle slope - all on road - none near tipple -

8
6.5
13.5
8.
7.5
42.0

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

At least half homes of colored section have lots little more than 30' x 50' - in close proximity. Property allows for more spacious placing. - Some of white section are badly crowded. Others have space about 50' x 100'..

Rating 5.5

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	-0
(with ")	9	
(b) Light (window)	5	-4
(electric)	4	-4
(c) Plumbing (bath tub)	3	-0
(water closet)	3	
(d) Screens	3	-0
(e) Furnace	2	-0
(f) Coal shet	1	-0

Windows - 2 to a room - generally - small

Electricity - all equipped.

Rating - 8

156

All houses used by miners are

Board and Batten

Inside is called "ceiled" - but is not regular narrow board - about 4" wide - like board used for flooring - and is not well filled - cracks, uneven.

Composition paper roofs - some over old wood shingles.

Single floors
Post foundation.

Practically all houses are 3 and 4 room - Lumber used is cheap grade. many knot holes -

Rating 13

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

River (piped + treated)

City water
Birmingham

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	1
Inside wall condition	2	.5
Freedom from leaks	8	2
Freedom from breaks	8	3
Other disrepair	4	1

Paint - about 1/4 the houses have been painted within last week - others a dingy, dark green or dark brown -

Inside - Not tight - Majority of houses walls - varied only - dirty, almost worn off. Tenant has done painting where it was found. Useless to paint now, tenants say, because company will not do repairing necessary.

Leaks - Can see daylight thru roofs and sides of rooms. Many had leaks reported - tenants saying condition has existed over a year.

Breaks } water pours in around windows during rain
Disrepair } Porches broken. Holes in sides of houses.

Rating 7.5

Tenants report that only a favored few have painting and necessary repairs done. Inside of houses are remarkably poor.

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35

(a) Sanitary sewage with clean flushing indoor closets 35

(b) Same, outside closets 32

(c) Cesspools & Septic tanks 28-31

(d) Privy vaults

1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31

(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

PHS 70%

24.5
4.5
5.
2.
3.
2
40.5

Rating 24.5

149

Summary of S. & P. Ratings

PHS 95%

WFG

Final Ratings 61.75

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

61.75
30
91.75

Rating distribution
Not reported.

Estimate. 30

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Bad repair - old bunker
75% in bad condition
P.K.S.

Rating 4

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Company reported collection once a week –

Agent found this done only in very small part of camp near store and among official houses.

In other sections - tenants recalled a "clean-up" two years ago. – The ~~collection~~ litter of tin cans and rubbish - would have been even greater but for the hillsides down which they were thrown. – These sloped away from road and made rubbish less noticeable.

Tenants keep premises fairly neat.

Rating 2

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection - thrown out to poultry -

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No sidewalks - gravel path to some houses - good road runs to all -

Rating 6

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

A few 100 W lights and porch lights on all houses - charged for, but used.

Rating 7

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

graded roads - gravel and shale surface - good drainage and condition - even - good - no ruts -

30
6
6
7
8
57

Rating 30

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

about 1/3 fenced - irregular - uni - split palings - rough posts

Rating 6

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55 55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

56.5
12
25
93.5

(d) Home grown vegetables 0-2 .5
(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 .5
(rate as above)

(f) Home produced milk 0-1.5 .5
(rate according No. of cows to families, note if pasture and stabling not available)

Large company store - and Birmingham within 20 min. ride.

Rating 56.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

About 1/3 have yards - some with grass and rosebushes - fruit trees - others vegetables only -

Rating 4

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

About 3 short streets which are attractive - yards and houses well kept and regularly placed - fences -
others irregular fences - back alleys full of rubbish - unsightly chicken houses, etc.
Good natured location alone responsible for any favorable appearance.

Rating 4

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Contract - lives adjacent to camp - there every day -

38
14
10
0
10
8
80

Rating 38

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham - 1 mi. - Fund makes available for families -

Rating 14

2. Food protection pp.15

(a) Refrigeration 0-2.5 7.
(b) Dust and fly protection 0-2.5 5

Ice box for meats, etc.

Meats, fruits, vegetables, etc - sold from separate, specially screened section - Meat, however, open on counter - many flies about.

Dried fruits, etc - sold ~~from~~ in cartons

Rating - 12

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Birmingham stores

Rating 25

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits — organized crews — have taken many prizes —

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

Full equipment — men only

Rating 8

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Birmingham

Rating 10

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 39

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Birmingham — can live at home

Rating 10

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

35
4
10
9
58

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

white and colored - 9 mos. term - 8 grades -
colored - 4 teachers
white - 3 "
Schools very crowded - attended by more than camp children -

B. High School pp. 20

(a) In camp or within 1 mile	20
(b) 1 - 3 mi. free transportation	20
train or trolley	18
no transportation	15
(c) Over 3 mi. free transportation	10-18
train or trolley	5-15
no transportation	0-14

For white children - at Bayles 7 mi -
Free transportation - 25% at 16
75% at 0
No colored high school -

4

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	
(e) Pool Room	5	
(f) Fraternal Order	5	
(g) Public Hall	5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	

2. Religion pp. 25

Church 25 20

churches meet at school houses

Ballfield -

all other recreation at Birmingham

Rating - 50

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5 2
(b) Repair (Describe) 0-3 1
(c) Water (inside, outside & distance, source) 0-3 2
(d) Toilets (flush closets, privies, condition) 0-3 2
(e) Heat (furnace, stove) 0-2 1
(f) Ventilators (system, window boards, none) 0-3 1
(g) Free books 0-3 0
(h) Medical Inspection 0-3 0
Describe building and equipment:

Both colored and white school are 3 rm. wd. buildings — small rooms — wood finish inside renovation — outside needs painting — Panes broken
Water. outside hydrants - Toilets - out. pr.
Heat - stove
Windows are small — No med. inspection —
— because of crowded conditions colored school has used a one rm. addition this year — a tiny old Board & Batten house — unfurnished — broken sides — inside walls dirty
Rooms of colored school are very small — crowded with desks —

Rating 9

B. Location pp. 100 rating 97.

1. Site and drainage	32	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	30	pp. 30
	97	100

C. Camp pp. 100 rating 62.38

1. Housing	9.27	pp. 19
2. Water supply & distribution	13.40	pp. 25
3. Sewage & waste disposal	12.40	pp. 19
4. Camp Upkeep	4.32	pp. 8
5. Food and merchandise supply	9.40	pp. 10
6. Medical & health provision	5.58	pp. 8
7. Educational provision	4.26	pp. 6
8. Recreational provision	3.75	pp. 5
	62.38	100

✓1	48.80	× 19
2	53.60	× 25
3	65.25	× 19
4	54	× 8
5	94.	× 10
6	69.8	× 8
7	71.0	× 6
8	75.	× 5

District Alabama Agent Helen H. Ruge

Field No. 139-40 Date May 30 1923.

Serial No. 9 Rating Camp 62.38

157 Location 97

A. General Information

1. Company Newcastle Coal Company

2. General Office American Trust Building Birmingham, Ala.

3. Mine Newcastle No. 2

4. Address Newcastle, Ala.

5. No. Empl. Total 400 In 385 Out 15

6. Pop. Actual _____ Estimated 1600

7. Prev. Nat. 65% negro - 35% white American

8. Age of mine 30 years. probable life 25 years.

9. No. of houses: Tot. 315 D. S. 315 B. O.

10. Rents: Per room: P 1.50 R _____
Per house: P _____ R 3.00 - 6.00

11. Charge for water
Hospital - .50 per mo.

12. Charge for light
Doctor - 1.50 for married - 1.25 for single members mo.

13. Charge for coal 2.50 per ton & 1.00 for delivery

14. Climate

pop 178,270

Nearest town - Birmingham - Dist. 10 mi.

over 8,000 acres — practically all available for building —

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: Birmingham — 10 mi. L & N. R.R. — 2 trains each way daily —
Jitney runs almost every hour to town —

Rating 30

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hills - broad - open - excellent drainage - very little slope -

Rating 32

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10 ✓

Pleasant hill tops —

meadows — trees —

Rating 9

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10 ✓

Rating 9

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	.8
(with ")	9	
(b) Light (window)	5	4
(electric)	4	0
(c) Plumbing (bath tub)	3	
(water closet)	3	
(d) Screens	3	
(e) Furnace	2	
(f) Coal shet	1	

No electricity or coal sheds — a few houses have water inside — others at backporch

$\frac{.8}{4} \times 315 = 4\overline{)2520}$ 63

Rating 4.8

315-

Superintendent is of opinion that carpenters who built houses did it with cheapest lumber and poorest way- Houses small - built alike -

Board and Batten

Ceiled

Post - Single floors, except where new floors have been laid over old -

Roofs - comp. paper, shingle, or paper over old shingle -

Rating 10

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

4 dug wells
11 dr wells
creek (piped) 50% people use

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	2
Inside wall condition	2	1
Freedom from leaks	8	5
Freedom from breaks	8	5
Other disrepair	4	3

Rating 16

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannnt be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31 ✓
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

PHS 75%

Rating 26.25

Summary of S. & P. Ratings

PHS 66.25%

Final Ratings 43.6

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

About 1.5% have water inside — few others at porch — 15 wells and hydrants —

10

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Pails removed twice a week — supervision and control by company —

Rating 17

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Frequent collection during summer - dumped outside of camp No receptacles -

Rating 7

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

Rating 6

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Hard surface - shale - broad -

Rating 30

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
✓(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Rating 6

V. Food and merchandise pp.100
1. Food source and variety pp. 60
(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55
(Apply note under (a) to this section also)
(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores 53
(Apply note under (a) to this section also) 41-55
(d) Home grown vegetables 0-2 /
(rate by proportion of tenants with gardens and note if no garden land is available)
(e) Home produced poultry and eggs 0-1.5 /
(rate as above)
(f) Home produced milk 0-1.5 /
(rate according No. of cows to families, note if pasture and stabling not available)

Birmingham can be reached in about 1/2 hr — Company has own farm producing vegetables sold in store

Rating 56

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Rating 6

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

advantage of attractive natural location - pleasant hillsides - trees - free from rubbish - no flaunting and homes old -

Rating 6

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

2 Contract doctors at camp

Rating 40

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham — available for families — 30 min. ride excellent roads —

Rating 14

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

Large ice box -
All food stuffs sold from separate and screened portal store - bin, newly painted and screened - Rating - 13

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 25

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - organized crew

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

For white men only —
showers and lockers —

Rating 2.8

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Birmingham - 10 mi -

Rating 3

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 44

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10 ✓
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Several teachers have own homes - attractive - other teachers board with them

Rating 9

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45 — 40

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

white - 9 mo. term - 9 grades - 6T - 205 P.
Colored - " " - 8 " - 5T - 200 P

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14 4

white school at community goes through first year high —
no colored high school —

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	10
(e) Pool Room	5	
(f) Fraternal Order	5	5
(g) Public Hall	5	5
(h) Boy Scouts	5	5
(i) Girl Scouts Camp fire	5	5
(j) Playground · at Schools	10	10
(k) Other	5	
(l) Musical Club	5	

2. Religion pp. 25

Church 25

Colored and white 25

Rating - 75

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5 4
(b) Repair (Describe) 0-3 3
(c) Water (inside, outside & distance, source) 0-3 2.5
(d) Toilets (flush closets, privies, condition) 0-3 2.5
(e) Heat (furnace, stove) 0-2 1.5
(f) Ventilators (system, window boards, none) 0-3 1.5
(g) Free books 0-3 0
(h) Medical Inspection 0-3 3

Describe building and equipment:

Colored - 4 rm. wd. bldg - with addition for dom. sic science instruction - kept inside and good - desks - water in yard - outside privies - heat stove - Medical inspection by Company doctor -

White - modern concrete building - 1 story - 6 rms - large yard and playground - plastered inside - steam heat - large windows - water inside - Toilets - outside privies - medical inspection and nutrition class -

Company has provided addition for man. ual training instruction for boys - and home-keeping house for girls - through home economics - Teachers here provided at Company expense entirely - as is colored dom. science teacher -

Rating 18

Company built colored school entirely and lent money to county for new concrete school - a really beautiful building -

B. Location pp. 100 rating	90	
1. Site and drainage	30	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	25	pp. 30
	90	100

C. Camp pp. 100 rating	56.29	
1. Housing	6.46	pp. 19
2. Water supply & distribution	20.50	pp. 25
3. Sewage & waste disposal	8.30	pp. 19
4. Camp Upkeep	3.28	pp. 8
5. Food and merchandise supply	7.80	pp. 10
6. Medical & health provision	5.04	pp. 8
7. Educational provision	2.76	pp. 6
8. Recreational provision	2.15	pp. 5
	56.29	100

1 34.02 x 19
2 82. x 25
3 43.68 x 19
4 41. — x 8
5 78 x 10
6 63 x 8
7 46 x 6
8 43 x 5

District Alabama. Agent Helen H. Ringe

Field No. 5 Date June 1, 1923.

Serial No. 10 Rating Camp 56, 29

Location

~~10~~ 229

A. General Information

1. Company The Alabama Company.

2. General Office Birmingham, Ala.

3. Mine Searles.

4. Address Searles, Ala.

5. No. Empl. Total 455 In 400 Out 55

6. Pop. Actual Estimated 2250

7. Prev. Nat. 72% negro - white American - a few Italians.

8. Age of mine 23 years probable life 100 years -

9. No. of houses: Tot. 263 D. 0 S. 259 B. 4 O. 0

10. Rents: Per room: P 1.50 R

Per house: P 6.00 R 3.00 - 10.00

School - .50 per mo. per man.

11. Charge for water

12. Charge for light .40 per light per mo.

Hospital - .50 per mo. per man.

13. Charge for coal 3.50 per ton delivered

Doctor - 1.50 for married - 1.20 for single men per mo.

14. Climate

Nearest town - Tuscaloosa - pop 11996 Dist. 24 mi.

" - 2500 - " - " " "

Property extends over 1½ along county road — extensive acreage

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: Tuscaloosa - 24 mi.
L&N RR - 2 trains each way daily -
Daily buses to Birmingham, Bessemer and Tuscaloosa.
Good roads —

Rating 35

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Top and sides of gently sloping hills. open country - along county road -

Rating 30

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Open - gently sloping hillsides - all on or near county road - Location unimproved -

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

No houses closer than 20 feet - Majority further apart - ample space -

Rating 9

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	—
(with ")	9	— .36
(b) Light (window)	5	— 4.
(electric)	4	— .16
(c) Plumbing (bath tub)	3	— 0
(water closet)	3	
(d) Screens	3	— 0
(e) Furnace	2	— 0
(f) Coal shet	1	— 0

Water inside - 4% equipped - company puts in water if tenant furnishes sink.

Light - windows - 2 to a room small -
Electricity - 4% equipped.

2.25
4
18.52

Rating - 4.52

263

Practically all houses are 15 or more years old — of cheapest possible construction.

Outside — Board and batten

Inside — In almost all houses only half of houses is ceiled inside — the other half [illegible] absolutely no inside finish — nothing but rough boards of outside — Protection almost nil —

Roofs — shingle — comp. paper or paper over old shingle —

Single floors — post foundation

There are 42 — 2 rm. houses — inhabitable small — good sized bed about fills one room — other is nothing but unceiled kitchen shack. — In some of latter bed is right next to stove. Ceiling here only 6 feet high.

Poor lumber — cracks — knot holes —

Rating 8

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Springs (piped) 135 hyds.

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	1.5
Inside wall condition	2	0
Freedom from leaks	8	1
Freedom from breaks	8	2
Other disrepair	4	0

Paint - about half houses newly painted - others old dirty red.

Inside - Rough board walls in uncelled rooms with cracks - water pours in - dirty old whitewash peeling off - Ceiling p black with soot - Ceiling uneven - not tight -

Leaks - Water pours in majority of houses - Floors get so wet - are stained by color of carpets - Wind blows lights out at night.

Breaks - Can put hand thru holes at sides - Whole planks missing from sides - Strip loose - Doors off - only half of door there - Wide gaps around doors and windows - Floors thru - see ground beneath - Porches broken -

Rating 4.5

Company has started some repairing - So far has painted outside of houses only -

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31 ✓ 75%
(f) Surface privies according to protection from flies 0-7 ✓ 25%

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

PHS 56.25%

Rating 19.68 WZG

Summary of S. & P. Ratings

PHS 80%

WH

Final Ratings 52

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

about 135 hydrants —
to 263 houses
PHS.

Rating — 30

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors C-5

Describe condition:

Old lumber —
poorly built —
pail privies lack backs —

Rating 8

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

No collection - rubbish is thrown down hillsides -

Rating 2

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out -
barnes milk sink - pipe to ground
and surface drainage

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No sidewalks - hard path to all houses -

Rating 7

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Five high power lights about store - Rest of camp unlighted

Rating 1

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

majority hard shale surface — good condition — Some dirt - muddy in wet weather

Rating 25

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

a few houses - fenced by tenant
others none

Rating 1

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores 52

(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2 .1

(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 .5

(rate as above)

(f) Home produced milk 0-1.5 .4

(rate according No. of cows to families, note if pasture and stabling not available)

Company store - independent store 1 mi.
Sells meats, vegetables - some fresh milk
Few vegetable gardens

Rating 53

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Space - almost no yards —
Just a few trees about houses —
no grass planted with exception of very few cases —

Rating 3

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Advantage of naturally good location with old trees and opportunity of throwing rubbish down hillside where it cannot be seen.
Not thought for attractiveness in planning

Rating 4

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Contract doctor - at camp -

Rating 40

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham — Train 1 1/2 hr —
Automobile - 2-2 1/2 hours.
available for families.

Rating 10

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

Ice box for meats —
Meats, butter, eggs, sold from separately screened sections — Doors screened — Store not kept clean — paper, dirty soda bottles about.
Lard - open barrel
Dried fruits in cartons Rating — 9

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Limited stock of clothing at Co. store - Pretty chef in Bennington -
Small ind. stores - 1 mi. dist. Rating 16

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - no crew

Rating 4

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

Showers. lockers. hot and cold water - Men only — colored and white

Rating 7

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Tuscaloosa — 24 mi.

Rating 2

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 36

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Inferior house for principal only -
others must board in camp -

Rating 2

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

35

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

white - 9 mos. term - 8 grades - 125P - 4T.
colored . . . . . - 75P - 2T.
School tax supplements county term of 6 mos. for white and 5 mos. for colored.

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

1

white - Tuscaloosa, 24 mi - no transportation except by private automobile.

Colored - none -

VIII. Recreation - Religion		pp. 100
1. Recreation		pp. 75
(a) Ballfield	10 5	
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	
(e) Pool Room	5	
(f) Fraternal Order	5 5	
(g) Public Hall	5 5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	
2. Religion		pp. 25
Church	25	25

movie theatre - but not used over a year

Rating — 43

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5 2
(b) Repair (Describe) 0-3 1
(c) Water (inside, outside & distance, source) 0-3 2
(d) Toilets (flush closets, privies, condition) 0-3 2
(e) Heat (furnace, stove) 0-2 1
(f) Ventilators (system, window boards, none) 0-3 1
(g) Free books 0-3 0
(h) Medical Inspection 0-3 0
Describe building and equipment:

White - 4 rm. one story wood building - inside ceiled and painted - looms small - have desks - outside newly painted -
Toilets - out/x fair - Water - out Hydrant - 25'
Stove - no medical inspection -

Colored - old 2 story wooden building used for colored lodge meetings and moving pictures - one large room on each floor - barren - a few double desks - outside B.V.B. - dingy green paint - windows broken
Water - out Hydrant - 75' - Toilet - out/r - fair
Stove - No med. inspection

Rating 8

B. Location pp. 100 rating	60		
1. Site and drainage	20	pp.	35
2. Space	20	pp.	35
3. Intercourse with other communities	20	pp.	30
			100

C. Camp pp. 100 rating	60.31		
1. Housing	950	pp.	19
2. Water supply & distribution	1575	pp.	25
3. Sewage & waste disposal	1292	pp.	19
4. Camp Upkeep	184	pp.	8
5. Food and merchandise supply	792	pp.	10
6. Medical & health provision	568	pp.	8
7. Educational provision	435	pp.	6
8. Recreational provision	235	pp.	5
	60.31		100

1. 50. × 19
2. 63 × 25
3. 68 × 19
4. 23 × 8
5. 79.23 × 10
6. 71 × 8
7. 72.5 × 6
8. 47 × 5

District Alabama Agent Agnes Levy

Field No. 252 Date May 31, 1923

Serial No. 11 Rating Camp 60, 31

Location 60

182

A. General Information

1. Company Gulf States Steel Co.

2. General Office Birmingham, Ala.

3. Mine Virginia

4. Address Bessemer Route 4

5. No. Empl. Total 197 In 166 Out 31

6. Pop. Actual — Estimated 500

7. Prev. Nat. 90% Negro 10% native white

8. Age of mine 25 yrs. probable life 25 yrs.

9. No. of houses: Tot. 145 D. 0 S. 145 B. 0 O. 0
35 vacant

10. Rents: Per room: P 2.00 R —
Per house: P 8.00 R 4.00 - 10.00

11. Charge for water None

12. Charge for light —

13. Charge for coal 4.00 for 1½ ton delivered
Other deductions: Dr. 1.50 M 1.00 S

14. Climate

Nearest town - Bessemer, 7 mi. — 18674 pop.
" " 2500 - "

Sufficient space

Rating 20

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

No passenger station nearer than Valley Creek. 2 mi.

Jitney service from Bessemer. good roads. 50¢

Bessemer. 7 mi.

Rating 20

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hilly, wooded country

Rating 20

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

145 15

138 95 o/o board + battin, wood sheathing

7 h 5 o/o weather board, " "

no storm sheathing

single floors, brick pillar foundations

few wood shingle roofs. most roof paper

no cellars.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Presence of coke ovens makes location of about ⅔ of the houses undesirable.

4
3
15
4
20
50.

Rating 4

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

About ⅕ of houses are too close together to permit much space for yards

Rating 7

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

0	(a) Water inside (no sink)	4	None
	(with ")	9	
4	(b) Light (window)	5	
0	(electric)	4	None
0	(c) Plumbing (bath tub)	3	None
	(water closet)	3	
0	(d) Screens	3	None
0	(e) Furnace	2	grates
0	(f) Coal shet	1	None
4			

4 47.1

Rating 15

II. Water Supply: pp. 100 rating 63
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

9 dr. wells
2 dug wells

55
8
63

See P. H. S. rating 85

85
65
42
510
552

Rating 55

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	1
Inside wall condition	2	1
Freedom from leaks	8	8
Freedom from breaks	8	7
Other disrepair	4	3
		20

Majority have no paint on outside
Inside walls are bare boards.
Boards broken on outside in some cases. Houses very old - most built about 20 yrs. ago.

Rating 20

Rating 0

(d) Springs: Ganerally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating 0

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

✓ 2

Rating in total_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating 0

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

0

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

0

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

25
22
4.5
5
2
4
6
68

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

See P. H. S. ratings = 70 %

35
70
2450

Rating 25

Summary of S. & P. Ratings

PHS 85%

Final Ratings 55

2. Distribution: pp. 35

One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

9 dr
2 dug
11) 145 ten 13
11
35

1-13

Rating 8

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
✓(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4.5

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

1-1

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Rating 22

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Co. collects once a week - no receptacles.

Rating 6

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Thrown out for chickens + pigs.

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out.

Rating 4

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating D

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
✓(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

10
5
0
0
4
4
23

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

1/3 fenced by Co. poor in quality + broken down many places

Rating 5

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

47.23
12.
20.
79.23

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

45. (c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

.66 (d) Home grown vegetables 0-2

(rate by proportion of tenants with gardens and note if no garden land is available)

1.2 (e) Home produced poultry and eggs 0-1.5

.37 (rate as above)

47.23 (f) Home produced milk 0-1.5

(rate according No. of cows to families, note if pasture and stabling not available)

Co. store has rather small stock - get fresh meat + vegt. every other day, bread daily

(d) 1/3

(e) 4/5

(f) 1/4 + couple of dairymen come in.

Rating 47.23

3 ind. stores within 1/4 mi. - small stocks.

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

About 20 have yards planted. Majority have space, but it has not been fenced or improved in any way

Rating 4

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Depends upon individual tenant. Very few houses have attractive surroundings - balance are bare or covered with weeds.

Rating 4

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Dr. lives here - spends entire time at this camp.
Fee: 1.50 M 5.00

40
15
5
3
8
0
71

Rating 40.

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham, 21 mi.
Co. pays hospital for caring for any member of employees families - No fee charged people.
Good road all the time
Rating ~~14~~ 15

Rating raised because of free service.

2. Food protection pp.15

6. (a) Refrigeration 0-2.5
6. (b) Dust and fly protection 0-2.5

Have electric refrigerator
Meat market screened, but there are some flies screened in.
Bread is sold wrapped + kept in fly-proof case.

Rating 12

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
✓(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 20

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10

No teams, but some men are trained.

Rating 8

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

None

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Bessemer. 7 mi.

Rating 5

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Bessemer, 7 mi.

Rating 3

Rating ~~10~~

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Co. rented house to teachers

Rating 8

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

40.
15.
8.
9.5
72.5

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

White 1-7, 4 teachers, 9 months
Negro 1-7, 2 " , "

40

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

White 100%
Huey Town, 8 mi. - Co. runs bus.
Negro 90%
Bessemer, 7 mi. - trans. not furnished free.
Costs 5.00 every two weeks.

15

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	C	10	
(b) Bowling Alley	5		0	
(c) Dance Hall	5		0	
(d) Movie Theatre	10		0	
(e) Pool Room	5		0	
(f) Fraternal Order	5	C	5	
(g) Public Hall	5		0	
(h) Boy Scouts	5		0	
(i) Girl Scouts	5		0	
(j) Playground	10	W	2	
(k) Other	5		5	Bessemer accessible
(l) Musical Club	5		0	
			22	

2. Religion pp. 25

Church 25

1 W + 1 C + Church societies

25

People go to Bessemer for recreation - 50¢ bus fare each way

3. Building and equipment pp-25

2. (a) Building (old type 1 rm. school to modern bldg.) 0-5

2.5 (b) Repair (Describe) 0-3

1. (c) Water (inside, outside & distance, source) 0-3

1. (d) Toilets (flush closets, privies, condition) 0-3

1. (e) Heat (furnace, stove) 0-2

2. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

0. (h) Medical Inspection 0-3

9.5 Describe building and equipment:

Bldgs. belong to Co.

White

(a) 1 story weather board, wood sheathing 5 rooms

(b) good

(c) outside - dr. well in school yard

(d) outside - pail privies

(e) stoves

(f) Windows open from top + bottom

(g) pay

(h) No

Negro

(a) 2 story weather board, wood sheathing, 2 rooms downstairs used

(b) good

(c) out dug well in yard

(d) outside pail privies

(e) stove heat

(f) Windows open from top + bottom

(g) pay

(h) No

Rating 9.5

B. Location pp. 100 rating	71		
1. Site and drainage	20	pp.	35
2. Space	30	pp.	35
3. Intercourse with other communities	21	pp.	30
			100

C. Camp pp. 100 rating	67.19		
1. Housing	1051	pp.	19
2. Water supply & distribution	1875	pp.	25
3. Sewage & waste disposal	1406	pp.	19
4. Camp Upkeep	232	pp.	8
5. Food and merchandise supply	862	pp.	10
6. Medical & health provision	480	pp.	8
7. Educational provision	543	pp.	6
8. Recreational provision	270	pp.	5
			100
	67.19		

1. 55.3 x 19
2. 75. x 25
3. 74. x 19
4. 29 x 8
5. 86.15 x 10
6. 60 x 8
7. 90.5 x 6
8. 54 x 5

District Alabama Agent Agnes Levy

Field No. 246 Date May 28, 1923

Serial No. 12 Rating Camp 67.19

114 Location 71

A. General Information

1. Company Woodward Iron Co. ✓

2. General Office Woodward, Ala.

3. Mine Mulga

4. Address Mulga, Ala.

5. No. Empl. Total 511 In 426 Out 85

6. Pop. Actual — Estimated 700

7. Prev. Nat. 2/3 Negroes 1/3 native White Am.

8. Age of mine 18 yrs. probable life 33 yrs.

9. No. of houses: Tot. 298 D. 39 S. 256 B. 3 O. 0

10. Rents: Per room: P 2.50 R
Per house: P 10.00 R 5.00 - 15.00

11. Charge for water —

12. Charge for light —

13. Charge for coal 2.50 per short ton at mine O.E. the same
50¢ for delivery

14. Climate

Other deductions - Dr. 1.00, Acc. Relief 60¢
School 50¢ S + 1.00 M.

Nearest town - Ensley, 7 mi. — 8995 pop
" " 2500 - "

Adequate space

Rating 30

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

1 mixed train 1 way a day
Co. runs its own labor train

Nearest town - Ensley. 7 mi.
Bus every 2 hours - 20¢. -
Concrete road

Rating 21

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Camp is located on hilly land about 1½ miles square

Rating 20

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

298

Weather board - Rating 15

21 plastered

277 wood sheathing

single floors - brick pillars not boarded up.

no cellars - composition roofs

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Only drawbacks of location are long hills to climb to reach some houses and the fact that one section of camp is ¼ mile from the rest

8
10
15.32
22
55.32

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Houses at least 100 ft apart

Rating 10

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

.16	(a) Water inside	(no sink)	4	12
		(with ")	9	none
.16	(b) Light	(window)	5	
		(electric)	4	12
	(c) Plumbing	(bath tub)	3	none
		(water closet)	3	none
	(d) Screens		3	none
	(e) Furnace		2	12 stoves bal. grates
	(f) Coal shet		1	None
.32				

$\frac{12}{298} \times 4 = .16$

Rating .32

Rating 15

II. Water Supply: pp. 100 rating 75

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Creek (piped) 200 hyd. 55
20
75

20 dr. w

See P. H. S.
ratings 85

65
85
325
320
525
55

Rating 55

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	2
Inside wall condition	2	2
Freedom from leaks	8	8
Freedom from breaks	8	7
Other disrepair	4	3
		22

Paint rather dingy
Inside wall - mostly unpainted wood - fairly good condition
No leaks
A few breaks in siding
Several windows broken

Rating 22

Rating 0

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating 0

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating 0

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating 0

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

0

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

0

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

0

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
25 1. Rigidly fly proof 28
22 2. Open seat, closed back and sides, according to depth, etc. 14-21
4 3. Open seat and sides according to fly exposure 17.5
5
8
3
7 (e) Water tight pail privies, according to ✓ ~~fly~~ exposure and supervision 7-31
74 (f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Pail

See P. H. S. rating

PHS 70%
35
350
35
210
245

Rating 25

Summary of S. & P. Ratings

PHS 85%

Final Ratings 55

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

Average 6 - 1

Rating 20

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

1-1

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

See
P. H. S.
rating

Rating 22

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Collected weekly

School has clean-up campaign - prizes to boys collecting most tin cans.

Rating 7

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Company wagon collects once a week- no system of receptacles.

Rating 8

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out.

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Places for about 30
Only 12 in use -
12 houses have porch lights

Rating 2

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

10
7
0
2
4
6
29

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

No fencing by company
138 fenced by tenant. - post + wire.

Rating 7

$\frac{138}{298} \times 15 = 7$

V. Food and merchandise pp.100
1. Food source and variety pp. 60
(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

51. (Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

.4 (d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available)

1.5 (e) Home produced poultry and eggs 0-1.5
(rate as above)

.75 (f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available)

53.65

Co. store splendidly equipped. An independent general store ¼ mi. away

(d) 74 gardens
(e) practically all
(f) half have

Rating 53.65

53.65
12.5
20.
86.15

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Ample space - but majority not fenced + land not improved

Rating 4

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Appearance is not untidy, but it is bare + unattractive. Relatively small number have grass + flowers. Many yards grown up with weeds. Pigs, goats + chickens play about the back doors + under the houses in many cases. Many houses on stilts not boarded up.

Rating 6

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Co. doctor paid a salary -
Dr. lives in community + has private practice in surrounding country.
Fee for Dr. is 100 per mo. ~~included in Relief~~, ~~7 and (see page 7)~~

Rating 36

36
14
5
5
8
0
60

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Emergency hospital with operating room, dispensary, + 3 beds at camp.
Nearest regular hospital Ensley, 7 mi.
But co. uses Bessemer, 16 mi. - splendid roads.

Rating 14

2. Food protection pp.15

5. (a) Refrigeration 0-~~2~~ 7.5
(b) Dust and fly protection 0-~~2~~ 7.5

7.5
12.5

Ref. holds 2400 lb.
Dust + fly protection excellent.
Store very clean + neat.

12.5

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
✓(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 20

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10 yes

Rating 8

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

None, except for foremen.

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Eudley. 7 mi.

Rating 5

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Eudley. 7 mi.

Rating 5

Rating _____

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Co. rents several houses to teachers at same rate as miners.

Rating 8

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

white 1-7, 5 teachers, 9 months
colored 1-7, 3 - " " (Rat- 40

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

White
County H. S. 3 1/2 or 4 mi. - Co. provides trans.

Colored
Ensley, 7 mi. - no trans.

$\frac{1}{3} \times 18 = 6$
$\frac{2}{3} \times 11 = 7$
Rating 13

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	7	Colored
(b) Bowling Alley	5	0	
(c) Dance Hall	5	5	W + C
(d) Movie Theatre	10	0	
(e) Pool Room	5	0	
(f) Fraternal Order	5	5	W + C
(g) Public Hall	5	3	C
(h) Boy Scouts	5	2	W
(i) Girl Scouts	5	2	W
(j) Playground	10	10	W + C Schools good equip.
(k) Other	5	0	
(l) Musical Club	5	0	
		34	

2. Religion pp. 25

Church	25	

2 Colored -

White people go to country church 2 ½ mi.

Rating 20

3. Building and equipment pp-25

3.5 (a) Building (old type 1 rm. school to modern bldg.) 0-5

3. (b) Repair (Describe) 0-3

2.5 (c) Water (inside, outside & distance, source) 0-3

1.5 (d) Toilets (flush closets, privies, condition) 0-3

1. (e) Heat (furnace, stove) 0-2

2. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

0. (h) Medical Inspection 0-3

13.5 Describe building and equipment:

White

(a) 5-room weather board, wood sh.
(b) good
(c) drinking fountains inside
(d) outside privies
(e) coal heaters
(f) NR
(g) pay
(h) no

Colored

(a) 3-room weather board, wood sh.
(b) good
(c) outside hydrants in sch. yard
(d) outside privies
(e) coal heaters
(f) NR
(g) pay
(h) no.

Rating 13.5

Ed. Fund into which men pay is used for maintenance of bldgs + to supplement teachers' salary.

B. Location pp. 100 rating	60	
1. Site and drainage	20	pp. 35
2. Space	25	pp. 35
3. Intercourse with other communities	15	pp. 30
		100

C. Camp pp. 100 rating	63.08	
1. Housing	11.86	pp. 19
2. Water supply & distribution	15.75	pp. 25
3. Sewage & waste disposal	12.73	pp. 19
4. Camp Upkeep	2.80	pp. 8
5. Food and merchandise supply	8.15	pp. 10
6. Medical & health provision	5.20	pp. 8
7. Educational provision	3.84	pp. 6
8. Recreational provision	2.75	pp. 5
	63.08	100

1. 62.4 × 19
2. 63. × 25
3. 67. × 19
4. 35. × 8
5. 81.5 × 10
6. 65. × 8
7. 64. × 6
8. 55 × 5

District Alabama Agent Agnes Leisy

Field No. 178, 179 + 180 Date May 30, 1923

Serial No. 13 Rating Camp 63.08

148 Location 60

A. General Information

1. Company Roden Coal Co. ✓

2. General Office Marvel, Ala.

3. Mine Marvel # 1 + 3

4. Address Marvel, Ala.

5. No. Empl. Total 335 In 325 Out 10

6. Pop. Actual — Estimated 1500

7. Prev. Nat. 30 o/o Colored 70 o/o White about 15 Italians

8. Age of mine 16 probable life 20

9. No. of houses: Tot. 325 D. 0 S. 323 B. 2 O. 0
100 houses are vacant

10. Rents: Per room: P — R —
Per house: P 6.75 R 3.75 - 7.50

11. Charge for water None

12. Charge for light 25¢ per drop - $1 per mo. usual

13. Charge for coal 4.40 short ton delivered

14. Climate

Other deductions
Sanitary 25¢ - pays about ½ expense of collecting garbage + cleaning pail privies
School 1.25 M + 50¢ S - increase term + supplements salaries.
Hospital 50¢ - provides h. service for any member of family
Dr. - 1.25 S + 1.50 M.

Nearest town - Blocton, 14 mi. 3000 pop.
" " 2500 - Birmingham, 30 mi.

Sufficient space

Rating 25

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Bloxton, 14 mi.
Birmingham, 30 mi.

56 cars - ordinarily good roads
2 trains each way daily to Brim.
1 " " " " to Bloxton

Rating 15

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hilly, thickly wooded country

Rating 20

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

325

18

all clap board, wood sheathing single floor, brick pillar foundation, roof paper, no cellars.

Except 25 board + battin, shingle roofs, wood post foundation.

No foundations boarded up. These were not built by Co., but purchased.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Ground uneven - camp scattered so that some houses are rather remote

7.
8.
18.
7.9
21.5
62.4

Rating 7

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Houses 75 - 100 ft apart

Rating 8

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

.46	(a) Water inside (no sink)	4	None by Co. - tenant has put in in some cases - probably 50
0.	(with ")	9	
4.	(b) Light (window)	5	
	(electric)	4	- ~~abt~~ 275
3.4	(c) Plumbing (bath tub)	3	None
0	(water closet)	3	
0	(d) Screens	3	- None
0	(e) Furnace	2	grates
0	(f) Coal shet	1	None
7.86			

$\frac{50}{325} \times \frac{3}{1} = .46$

$\frac{275}{325} \times 4 = 3.4$

Rating 7.86

25 houses - old b. + b., not occupied, have been excluded because Co. has abandoned + expects to tear them down. Will sell complete for $30.

Rating 18

II. Water Supply: pp. 100 rating 63
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Creek water pumped to tank -
Hydrants -

15 dr. wells -

See P.H.S.

50.5
65
2525
3030
32.825

Rating 33

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	2.5
Inside wall condition	2	1.
Freedom from leaks	8	8.
Freedom from breaks	8	7.
Other disrepair	4	3.
		21.5

Paint on outside good in most cases
Inside walls - bare boards - dirty.
Boards torn off + a few breaks in walls seen.

Rating 21.5

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

21
20
4
5
7
3
7
67

See P.H.S. rating

P.H.S. 60%
35
300
180
2100

Rating 21

Summary of S. & P. Ratings

PHS 50.5%
65

33
30
63

Final Ratings 33

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

15 dr. w.
125 hyd.
140

325 | 2.4
280
450
320
130

1-2+

Rating 30

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

O. K.

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

1-1

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors C-5

Describe condition:

Rating 20

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

About twice a week Co. collects - No receptacles

Rating 7

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Collected twice a week - people provide own receptacles.
Agent saw it thrown in dooryard in a few instances.

Rating 7

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

every 300 ft - 500 watt

Rating 10

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
✓(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

15
2
10
4
4
35

Rating 15

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

No fencing by Co. about 1/5 of tenants have constructed fences - irregular + flimsy Rating 2

1/5 x 10

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

51. (b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores

.5 (Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2

.75 (rate by proportion of tenants with gardens

.75 and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5

53.00 (rate as above)

(f) Home produced milk 0-1.5

(rate according No. of cows to families, note if pasture and stabling not available)

Co. store has stock above average (#25,000) - nearest ind. store at Eddinsville, 2 mi - small stock.

(d) 25 o/o 53.

(e) 50 o/o 12.5 Rating 53

(f) 50 o/o 16.

81.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Good space between houses, but ground uneven in majority of cases - not many have improved land around houses -

Rating 4

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

No trash around, but appearance not good because of little + irregular fencing, yards overgrown with weeds, high foundations not boarded up, many houses unoccupied + premises uncared for.

Rating 4

Foundations so ~~tick~~ high that cars are parked under houses some places.

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Dr. lives here - serves this camp only.
Fee - ~~75~~ 100 & 5 1.50 M per mo.

38
10
6
9
2
65

Rating 38

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham, 30 mi. - 2 trains daily
2 ½ hrs. drive -

Fee 50¢ - takes care of entire family.

(Rating raised account contract)

Rating 10

2. Food protection pp.15

6. (a) Refrigeration 0-~~2~~7.5
6.5 (b) Dust and fly protection 0-~~2~~7.5

Splendid large refrigerator - get ice by the car load + have it for sale

Meat market well screened + cool.

Dried fruit exposed, but store is clean, well screened + has not many flies.

Get meat + veg. + bread every day.

Rating 12.5

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 16

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10 yes

Rating 9

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

1 small wash house - 3 or 4 showers - don't like it + not need much

Rating 2

3. Dentist pp. 10
(a) In camp ot within 5 miles 6-10
(b) 5 miles or more away 0-5

Dentist comes in once a week
One located at Piper, 5 mi.

Rating 6

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Nearest Birmingham

Rating 0

Rating 7

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Teachers board here -

Before strike Co. furnished house + everything in it.

Rating 6

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

35 (b) 1/2 - 3 mi. away: free transportation 35-40

7 no " 25-35

6 (c) Over 3 mi. away: free transportation 25-35

16 no " 0-25

64

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

White 1-9, 9 months, 5 teachers

Negroe 1-7, " 2 "

Rating 35

B. High School pp. 20

(a) In camp or within 1 mile	20
(b) 1 - 3 mi. free transportation	20
train or trolley	18
no transportation	15
(c) Over 3 mi. free transportation	10-18
train or trolley	5-15
no transportation	0-14

White -
Nearest H. S. - Bloxton, 14 mi. - trans convenient, trans. not furnished

Negro -
No H. S. near. $\frac{2}{3} \times 10 = 7$

Rating 7

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10	
(b) Bowling Alley	5	0	
(c) Dance Hall	5	–	use school
2 times a week (d) Movie Theatre	10	10	W + C
(e) Pool Room	5	0	
(f) Fraternal Order	5	5	W + C
(g) Public Hall	5	–	use theatre
(h) Boy Scouts	5	0	
(i) Girl Scouts	5	0	
(j) Playground	10	0	
(k) Other	5	5	
(l) Musical Club	5	0	
Rating		30	

2. Religion pp. 25

Church 25

Community church held in theatre
2 Colored
Church societies

Rating 25

Red Cross
Junior Red Cross
Swimming, fishing, hunting.

3. Building and equipment pp-25

4. (a) Building (old type 1 rm. school to modern bldg.) 0-5

3. (b) Repair (Describe) 0-3

3. (c) Water (inside, outside & distance, source) 0-3

1.5 (d) Toilets (flush closets, privies, condition) 0-3

1.5 (e) Heat (furnace, stove) 0-2

2. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

0. (h) Medical Inspection 0-3

16. Describe building and equipment:

White

(a) Co. bldg. 2 story weather-board, 5 rooms -

(b) good

(c) drinking fountains inside

(d) outside pail privies

(e) hot air

(f) yes - motor driven

(g) pay

(h) what Co. doctor does.-

Colored

(a) Co. bldg. 2 story weather board, wood sheathing, 3 rooms.

(b) good

(c) drinking fountain inside

(d) outside pail privies

(e) jacketed furnace

(f) windows

(g) pay

(h) what Co. dr. does

Rating 16

B. Location pp. 100 rating	57	
1. Site and drainage	20	pp. 35
2. Space	16	pp. 35
3. Intercourse with other communities	21	pp. 30
		100

C. Camp pp. 100 rating	57.96	
1. Housing	11.25	pp. 19
2. Water supply & distribution	14.75	pp. 25
3. Sewage & waste disposal	8.36	pp. 19
4. Camp Upkeep	2.16	pp. 8
5. Food and merchandise supply	8.53	pp. 10
6. Medical & health provision	5.60	pp. 8
7. Educational provision	3.93	pp. 6
8. Recreational provision	3.38	pp. 5
	57.96	100

1. 59.2 × 19
2. 59. × 25
3. 44. × 19
4. 27. × 8
5. 85.25 × 10
6. 70 × 8
7. 65.5 × 6
8. 67.5 × 5

District Alabama Agent Agnes Leisy

Field No. 204, 205 + 206 Date May 30, 1923

Serial No. 14 Rating Camp 57.96

Location 57

205 ~~206~~

A. General Information

1. Company Southern Coal + Coke Co.

2. General Office Boothton, Ala.

3. Mine Boothton

4. Address Boothton, Ala.

5. No. Empl. Total 300 In 270 Out 30

6. Pop. Actual — Estimated 1000

7. Prev. Nat. ½ Negroes; ½ native am.

8. Age of mine 7 years probable life 15-25 yrs.

9. No. of houses: Tot. 150 D. 4 S. 178 B. 3 O.
leased 35

10. Rents: Per room: P 1.75 leased 1.25 + 1.50 R
Per house: P 5.25 + 7.00 R 2.50 - 10.50

11. Charge for water None

12. Charge for light 25¢ per room per mo.

13. Charge for coal 4.50 short ton lump coal delivered.

14. Climate

Other deductions: Dr. - 1.50 M + 1.00 S
School 50¢ M + 25¢ S - add 3 mos. to term + supplements teachers' salary.
Hosp. 50¢ - pay care any member of family

Nearest town - Montevallo, 10 mi. pop. 850
" " 2500 - Birmingham 30 mi.

(over)

Some on narrow hill tops - majority have ample space.

Rating 16

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Montevallo, 10 mi - but people go to Birmingham mostly -
Train service - 3 each way daily
Public road good.
75 automobiles in camp.

Rating 21

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hilly most places -

Rating 20

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)
(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.
(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

150
38
112
49

75 o/o 112 weather board
25 o/o 38 board + battin } wood sheathing

20 o/o have double floors

30 o/o 45 wood shingle 70 o/o 105 roof paper.

brick pillars

houses built 1916 to present

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

On uneven ground - camp scattered + many houses remote from store, school, etc.

Rating 6

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

✓(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Rating 7

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

0	(a) Water inside (no sink)	4	None
	(with ")	9	
4.	(b) Light (window)	5	all co. owned
3.2	(electric)	4	
0	(c) Plumbing (bath tub)	3	None
	(water closet)	3	
0	(d) Screens	3	None
0	(e) Furnace	2	Open grates
0	(f) Coal shet	1	None
7.2			

$$\frac{150}{165} \times 4 = 3.2$$

Rating 7.2

Rating 18

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

33 Dr. wells with valve buckets

See P. H. S. rating 60%

65
60
3900

Rating 39

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	2
Inside wall condition	2	1
Freedom from leaks	8	8
Freedom from breaks	8	7
Other disrepair	4	3
		21

Outside paint dingy in many cases.
Inside walls unpainted + dirty
A few breaks in outside walls
Some windows broken

Rating 21

Rating_____

(d) Springs: Ganerally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

~~Pail~~ privies

See P.H.S. ratings

PHS 20%
35
100
60
7

Rating 7

Summary of S. & P. Ratings

PHS 60%

Final Ratings 39

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

33) 189 6

1-6

Rating 20

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Some
Broken
Dirty
Flies swarming

Rating 12

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Co. collects every 2 to 4 weeks.
No receptacles.

Rating 7

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Feed to chickens + hogs or burn

Rating 5

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out. Drainage good.

Rating 4

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

50 watt 200 ft - throughout
ramp.
porch lights free

Rating 10

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
✓(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Very rough + steep.

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Fencing done by tenants
Co. will buy it from them when they leave
About 1/5 have

Rating 2

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores
51. as specified in a and b, the independent store being adjacent or at varying distances from the
.5 camp; rate according to distance of ind. stores
(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens
.75 and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5
.5 (rate as above)

(f) Home produced milk 0-1.5
52.75 (rate according No. of cows to families, note if pasture and stabling not available)

Co-store has fairly good stock - free delivery

(d) ~~practically all~~ about 1/4

(e) 1/2

(f) 35%

Rating 52.75

4 independent stores within 1/2 mi.

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Only about ½ have suitable land adjoining houses - for garden - about ⅕ have improved yards -

Rating 1

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

No trash or rubbish about, but most premises bare + unimproved - no fences, ground overgrown with weeds - foundations not boarded up -

Rating 4

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Co. doctor lives here.
Fee 1.00 S 1.50 M per mo.

Rating 38

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham, 30 mi. - roads good, train usual method
Have contract with So. Bir. -
men pay 50¢ per mo. takes care of them & their families surgical or medical.

Rating 10

(Rating raised account contract)

2. Food protection pp.15

6. (a) Refrigeration 0-2.5
6.5 (b) Dust and fly protection 0-2.5

Screening + ref. good.
Get ice by car load from Birmingham.
Get meat + veg. every other day

12.5

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 20

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10 yes

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10 no

2 - one at each opening
colored + white partitioned off
8 showers at each bath house.

Rating 7

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Couple of dentists come in-
not at regular intervals.
Nearest is Montevallo. 10 mi.

Rating 5

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None
Nearest - Birm.

Rating 0

Rating _____

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Co. takes care of them in some way.

Rating 8

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

40 (b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

White 1-8 (next yr 10), 8 more. - 2 teachers
Colored 1-7 " "

Rating 40

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

Nearest complete H. S. Montavello, 10 mi. - but have had no demand for higher grades than those offered.

No Negro H. S. within reasonable distance - none prepared

Rating 7

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10	
(b) Bowling Alley	5	0	
(c) Dance Hall	5	2.5	C
2 nights - (d) Movie Theatre	10	10	both see
(e) Pool Room	5	0	
(f) Fraternal Order	5	5	W + C
(g) Public Hall	5		see movie
(h) Boy Scouts	5	0	
(i) Girl Scouts	5	0	
(j) Playground	10	10	at school
(k) Other baseball team	5	5	
(l) Musical Club	5	0	
Rating		42.5	

2. Religion pp. 25

Church	25	

1 W
1 C

Rating 25

welfare meeting once a month - for entertainment + instruction of community

Confectionery stand - benches - radio.

3. Building and equipment pp-25

3. (a) Building (old type 1 rm. school to modern bldg.) 0-5

2.5 (b) Repair (Describe) 0-3

1.5 (c) Water (inside, outside & distance, source) 0-3

1.5 (d) Toilets (flush closets, privies, condition) 0-3

1. (e) Heat (furnace, stove) 0-2

1. (f) Ventilators (system, window boards, none) 0-3

0 (g) Free books 0-3

0 (h) Medical Inspection 0-3

10.5 Describe building and equipment:

(a) Bldg. owned by Co. - weather board, wood sheathing. 2 rooms - adding 2 more

(b) good

(c) outside dr. well 150 ft.

(d) outside privies - dug vaults

(e) coal heaters

(f) none - open windows from top.

(g) pay

(h) no

Colored - the same

Rating 10.5

B. Location pp. 100 rating		
1. Site and drainage	21	pp. 35
2. Space	30	pp. 35
3. Intercourse with other communities	20	pp. 30
	71	100

C. Camp pp. 100 rating	61.24	
1. Housing	10.83	pp. 19
2. Water supply & distribution	20.50	pp. 25
3. Sewage & waste disposal	10.45	pp. 19
4. Camp Upkeep	2.00	pp. 8
5. Food and merchandise supply	6.93	pp. 10
6. Medical & health provision	4.88	pp. 8
7. Educational provision	4.05	pp. 6
8. Recreational provision	1.60	pp. 5
	61.24	100

1. 57 x 19
2. 82 x 25
3. 55 x 19
4. 25 x 8
5. 69.25 x 10
6. 61. x 8
7. 67.5 x 6
8. 32. x 5

District Alabama Agent Agnes Leisy

Field No. 19 Date June 1, 1923

Serial No. 15 Rating Camp 6124

Location 71

171

A. General Information

1. Company Bankhead Coal Co.

2. General Office Bankhead, Ala.

3. Mine Bankhead

4. Address Bankhead, Ala.

5. No. Empl. Total 225 In 150 Out 75

6. Pop. Actual — Estimated 400

7. Prev. Nat. 50% Negroes 50% White

8. Age of mine 13 yrs probable life 50 yrs.

9. No. of houses: Tot. 93 D. 12 S. 80 B. 1 O. 0

10. Rents: Per room: P 1.50 R —
Per house: P 6.00 R 3.00 -

11. Charge for water None

12. Charge for light 25¢ per light per mo.

13. Charge for coal 2.25 per short ton delivered

14. Climate Other deductions - School 50¢ M + 25¢ S. during school term; Dr. 1.00 S. 1.50 M.;

Nearest town - Parrish, 4 mi. - 360 pop.
" " 2500 - Jasper, 6 mi.

Sufficient space

Rating 30

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

2 trains each way daily-

Nearest town Parrish, 1000 4 mi. - but people go to Jasper, 4000 6 mi.

Dirt road from here to Jasper can be used year round.

Rating 20

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Wooded valley + hillsides

Rating 21

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)
(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

43 (In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

20 Weather board
7B Board + Battin
Wood sheathing no storm sheathing
Brick pillars
Single floors
Wood shingle except a few roof. paper
no cellars

15

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Much better locations afforded than those used - Chief disadvantages are sloping or poorly drained land for some -

Rating 6

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Adequate space

Rating 8

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

0	(a) Water inside (no sink)	4	None
	(with ")	9	
4	(b) Light (window)	5	
4	(electric)	4	all
0	(c) Plumbing (bath tub)	3	None
	(water closet)	3	
0	(d) Screens	3	None
0	(e) Furnace	2	grates + stoves
0	(f) Coal shet	1	None
8			

8

houses built 1910 - 1920

Rating 15

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

18 dr. wells
60-200 ft.

See P. H. S. rating 95%

65
95
62

Rating 62

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	2
Inside wall condition	2	1
Freedom from leaks	8	7
Freedom from breaks	8	7
Other disrepair	4	3
		20

Rating 20

Rating_____

(d) Springs: Ganerally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults ✓
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

See PHS rating

PHS 60%
35
300
180
2100

Rating 21

Summary of S. & P. Ratings

PHS 95%
3 65
475
570
61.75

Final Ratings 62

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

18) 105 (6
108
+5

1-6

Rating 20

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Rating 15

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Clean up day once a year

Rating 3

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Thrown out

Rating 3

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 4

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10 ✓
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

None by company
Only 2 or 3 by tenant.

Rating 5

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh

41 milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

1.2 (d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available)

.9 (e) Home produced poultry and eggs 0-1.5
(rate as above)

.15 (f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available)

43.25

Stock at Co. store rather below average

(d) 60 o/o
(e) 60 o/o
(f) 10 o/o

Rating 43.25

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Very few improved

Rating 5

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Rating 5

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Da lives in camp, but has private practice in surrounding country.
Fee 1.50 M 1.00 S.

Rating 38

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Nearest Corona, 20 mi. –
Have contract with Birmingham, 52 mi.
Fee 50¢ month - takes care of any member of family.
Use train.

Rating ~~14~~ 10

Expect to use new hospital in Jasper this fall.

2. Food protection pp.15

5 (a) Refrigeration 0-~~2~~7.5
5 (b) Dust and fly protection 0-~~2~~7.5

Small ref.
Meat market screened

10

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 16

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10

Several men have taken course.

Rating 8

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

No.

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Jasper, 6 mi

Rating 5

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Corona, 20 mi

Rating 0

Rating _____

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Teachers generally board with someone here.

Rating 5

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

White 1-7, 4 teachers, 9 months
Negro 1-7, 1 " 9 "
Co. provides 6-7 mos., co. + men provide balance.

40

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

White
Jasper, 4 mi. - Co. pays R. R. trans.

Negro
None near

10

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	0	
(b) Bowling Alley	5	0	
(c) Dance Hall	5	0	
(d) Movie Theatre	10	0	
(e) Pool Room	5	0	
(f) Fraternal Order	5	5	W + C
(g) Public Hall	5	2	use churches
(h) Boy Scouts	5	0	
(i) Girl Scouts	5	0	
(j) Playground	10	0	
(k) Other	5	0	
(l) Musical Club	5	0	
		7	

2. Religion pp. 25

Church 25

W + C -

25

52

3. Building and equipment pp-25

3. (a) Building (old type 1 rm. school to modern bldg.) 0-5

2. (b) Repair (Describe) 0-3

1.5 (c) Water (inside, outside & distance, source) 0-3

1. (d) Toilets (flush closets, privies, condition) 0-3

1. (e) Heat (furnace, stove) 0-2

1. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

3. (h) Medical Inspection 0-3

12.5 Describe building and equipment:

White

(a) 1 story, weather board, wd. sh. - 6 rooms
(b) good
(c) outside dr. well in school yard
(d) outside
(e) stoves
(f) none
(g) pay
(h) yes

Negro

(a) first floor - 1 room - board + battens, wd. sh.
(b) N.R.
(c) outside - dr. well - 100 ft.
(d) outside
(e) stoves
(f) none
(g) pay
(h) yes.

Rating 12.5

B. Location pp. 100 rating	70		
1. Site and drainage	25	pp.	35
2. Space	30	pp.	35
3. Intercourse with other communities	15	pp.	30
			100

C. Camp pp. 100 rating	73.01		
1. Housing	12.20	pp.	19
2. Water supply & distribution	18.00	pp.	25
3. Sewage & waste disposal	14.82	pp.	19
4. Camp Upkeep	4.32	pp.	8
5. Food and merchandise supply	7.80	pp.	10
6. Medical & health provision	6.72	pp.	8
7. Educational provision	4.95	pp.	6
8. Recreational provision	4.25	pp.	5
			100
	73.01		

1. 64.2 × 19
2. 72. × 25
3. 78 × 19
4. 54 × 8
5. 78 × 10
6. 84 × 8
7. 82.5 × 6
8. 84. × 5

District Alabama Agent Agnes Leisy

Field No. 77 Date June 2, 1923

Serial No. 16 Rating Camp 73.01

82 Location 70

A. General Information

1. Company De Bardeleben Coal Co.

2. General Office Birmingham, Ala.

3. Mine Sipsey

4. Address Sipsey, Ala.

5. No. Empl. Total 580 In 480 Out 100

6. Pop. Actual — Estimated 1500

7. Prev. Nat. 45% Negro 55% native white

8. Age of mine 10 yrs. probable life 300 yrs.

9. No. of houses: Tot. 217 D. 39 S. B. 3 O. 174

10. Rents: Per room: P 1.75 R
Per house: P R

11. Charge for water None

12. Charge for light 25¢ per light per mo.

13. Charge for coal 3.70 short ton delivered

14. Climate Other deductions: Bath house 50¢, School 50¢ M 25¢ S. year round, Hosp. 50¢.

Nearest town - Cordova, 10 mi. — pop 1747
" " 2500 - Jasper, 15 mi.

Adequate space

Rating 30

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Cordova, 10 mi. - nearest town.

Dora, 16 mi. - takes 2 hrs. mixed train from there to some within 1 mi. of Sipsey Camp. ~~Con~~ 2 each way daily.

Bus to Birmingham daily 3.50 round trip 2.00 straight.

Road fair Rating 15

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
✓(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Fairly level - high, well drained land

Rating 25

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain beards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

219

28 board & battin

189 weather board

wood sheathing

single floors

71 wood shingle roofs

146 roof paper

26 built before 1913 -

balance 1913 - 1920

Wood post found

18

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

✓ (b) Located where drainage is good, access and environment better than "a" or good 6-10

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

✓ (b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Rating 8

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

0	(a) Water inside (no sink)	4	none
	(with ")	9	
4.	(b) Light (window)	5	
3.2	(electric)	4	- all except 16
0	(c) Plumbing (bath tub)	3	none
	(water closet)	3	
0	(d) Screens	3	none
0	(e) Furnace	2	- grates
0	(f) Coal shet	1	none
7.2			

Rating 18

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

40 dr. wells 60 ft deep.

See P. H. S. rating 80%

$\frac{4}{5} \times 65$

Rating 52

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	2.5
Inside wall condition	2	1.5
Freedom from leaks	8	8
Freedom from breaks	8	8
Other disrepair	4	3
		23.0

Rating 23

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

Summary of S. & P. Ratings

PHS 80%

$\frac{4}{5} + \frac{65}{1} = 52$

Final Ratings 52

2. Distribution: pp. 35

One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

40 wells - 217 + 39 = 256 ten

40) 256 (6
240
16

1-6

Rating 20

Summary of S. & P. Ratings

Final Ratings_____

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Rating 20

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults ✓ Pitts 7/10 = 18%
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31 ✓ 3/10 = 56%
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

See P. H. S ratings

PHS = 56%
18%
74%
35
370
Rating 22.2
25.9 D 26

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Collected twice a week by Co. - receptacles.

Rating 9

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out.

Rating 4

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 5

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Rating 15

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

All fenced by Co.

Rating 15

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Rating 9

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Rating 8

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Rating 7

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Every street intersection 500 ft. one way 250 the other. 100w. globes

Rating 9

2. Food protection pp.15

7. (a) Refrigeration 0-~~3~~7.5
(b) Dust and fly protection 0-~~2~~7.5
6.

13

Ref + ice plant
Meat market screened

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 16

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

43 (Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

1.5 (d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available)

1.1 (e) Home produced poultry and eggs 0-1.5
(rate as above)

~~1.1~~ (f) Home produced milk 0-1.5
.3 (rate according No. of cows to families, note if pasture and stabling not available)

45.9

Co. provides a dairy - 15¢ qt. for milk, 40¢ pound butter.

Co. store above average.

1 small independent store 1 mi. away

(d) 75%

(e) 75%

(f) 20%

Rating 45.9

3. Dentist pp. 10
(a) In camp ot within 5 miles 6-10
(b) 5 miles or more away 0-5

Cordova, 10 mi.

Rating 3

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Community nurse -
Teaches hygiene in school 1 period each day.
Mothers clinics weekly for both white + Negro.
Nutritional work in schools - hot lunches by domestic science dept.

Rating 15

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Dr. lives in camp.
Fee - 75¢ S 1.25 M

Holds clinics -
Small operating room - removes tonsils
A's, etc.

Rating 40

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham, 42 mi.
Take people by auto - roads bad, almost impassable in winter.
Contract - fee 50¢

Rating 8

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades. 40

White 1-9 grades, 9 mos., 7 teachers
Negro 1-7 " , 9 " , 3 teachers

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

Jasper, 15 mi. - good road - people can go by automobile

Co. gives 4 year ~~college~~ course to 2 pupils from each school every year 14

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10 yes

Won state prize

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5 —
(b) Showers and lockers 6-18 yes
(c) For women and children 9-10 no

1 W + 1 C.
24 showers - 12 each

Rating 8

3. Building and equipment pp-25

3.5 (a) Building (old type 1 rm. school to modern bldg.) 0-5

3. (b) Repair (Describe) 0-3

2. (c) Water (inside, outside & distance, source) 0-3

2. (d) Toilets (flush closets, privies, condition) 0-3

1. (e) Heat (furnace, stove) 0-2

2. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

3. (h) Medical Inspection 0-3

18.5 Describe building and equipment:

White

(a) 2 story weather-board, wood sheathing
(b) good
(c) outside dr. w. in yard - drink. fountain
(d) outside dug vault
(e) stoves
(f) windows
(g) pay
(h) yes

Negro

(a) 2 story weather board, wood sheathing
(b) good
(c) outside dr. w. in yard
(d) outside dug vault
(e) stoves
(f) windows
(g) pay
(h) yes

Rating 18.5

Rating _____

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Board in camp

Rating 10

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10	fenced in
(b) Bowling Alley	5	0	
(c) Dance Hall	5	2	pavilion
(d) Movie Theatre	10	10	
(e) Pool Room	5	5	W + C
(f) Fraternal Order	5	5	W + C
(g) Public Hall	5	2	use theatre
(h) Boy Scouts	5	5	
(i) Girl Scouts	5	5	
(j) Playground	10	10	
(k) Other	5	0	
(l) Musical Club	5	5	band
		59	

2. Religion pp. 25

Church 25

1 W + 1 C

church societies

25

B. Location pp. 100 rating	71	
1. Site and drainage	21	pp. 35
2. Space	30	pp. 35
3. Intercourse with other communities	20	pp. 30
		100

C. Camp pp. 100 rating	69.25	
1. Housing	12.54	pp. 19
2. Water supply & distribution	22.75	pp. 25
3. Sewage & waste disposal	10.36	pp. 19
4. Camp Upkeep	2.16	pp. 8
5. Food and merchandise supply	9.20	pp. 10
6. Medical & health provision	5.28	pp. 8
7. Educational provision	3.96	pp. 6
8. Recreational provision	3.00	pp. 5
	69.25	100

1. 66. x 19
2. 91. x 25
3. 54.5 x 19
4. 27. x 8
5. 92. x 10
6. 66. x 8
7. 66 x 6
8. 60. x 5

District Alabama Agent Agnes Leisy

Field No. 167 Date June 1, 1923

Serial No. 17 Rating Camp 69,25

102 Location 71

A. General Information

1. Company Railway Fuel Co. (owned by So. Ry Co.)

2. General Office Washington, D. C.
Vice Pres.-- Birmingham, Ala.

3. Mine Parrish

4. Address Parrish, Ala.

5. No. Empl. Total 425 In 375 Out 50

6. Pop. Actual — Estimated 1000

7. Prev. Nat. 50% Negro 50% native White

8. Age of mine 6 yrs. probable life 25 yrs.

9. No. of houses: Tot. 239 D. 0 S. 237 B. 2 O. 0

10. Rents: Per room: P — R —
Per house: P 6.50 R 4.00 - 8.00

11. Charge for water None

12. Charge for light —

13. Charge for coal 2.85 short ton delivered

14. Climate Other deductions - None

Nearest town - Parrish, adj 360 pop
" " 2500 - Jasper, 10

Sufficient space

Rating 30

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Adjoins ~~Jasper, 3246~~ Parrish, 360 population, which is on ~~So. R. Ry.~~ Southern Ry, 2 trains each way daily. Good roads to Jasper, 10 mi.

Rating ~~25~~ 20

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Very hilly, wooded ground

Rating 21

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

239

All weather board, wood sheathing, single floors, brick pillars, roof paper - no cellars.

99 built 1920

balance 1917-18

20

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Majority good, but a number set on such uneven ground that part of house is on stilts.

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Adequate space

Rating 9

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

0	(a) Water inside (no sink)	4	None
	(with ")	9	
4	(b) Light (window)	5	
0	(electric)	4	- a few tenants have put it in themselves
	(c) Plumbing (bath tub)	3	None
	(water closet)	3	
3	(d) Screens	3	- all
0	(e) Furnace	2	- grates
0	(f) Coal shet	1	- none
7			

Rating 20

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

See P. H. S. rating

deep well (piped) supplemented by 15 small wells - value bucket

no dug wells, cisterns, etc.

95 % × 65
65
495
580
6295

Rating 63.

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	1.5
Inside wall condition	2	1.5
Freedom from leaks	8	8
Freedom from breaks	8	8
Other disrepair	4	3
		22

½ houses have not been painted on the outside

Rating 22

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

pit type
See P. H. S. rating

PHS 20%

Rating 18

Summary of S. & P. Ratings

PHS 95 %

Final Ratings 63

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

40 hyd 239 ten.
15 dr w.

55) 239 (4
220
19 1-4

Rating 28

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

In some cases water drains from pits into hollows + ravines during wet weather.
50 o/o of seats open

Rating 15

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Co. collects about twice a month - no receptacles.

Good bit of trash lying around in one section of camp.

Rating 6

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Throw out or feed to chickens.

Rating 3

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3.5

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

About 90 houses fenced by Co.

Rating 6

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

53.

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

1.5 (d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available)

1.2 (e) Home produced poultry and eggs 0-1.5
(rate as above)

.3 (f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available)

56.0

Several independent stores in Jasper - these would compare favorably with better Co. commissaries

(d) 75 have

(e) 200 "

(f) 25 "

Rating 56

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

All have space - about ½ have improved it

Rating 5

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

One section of camp very spic & span - nice yards - the other (mostly unfenced) has only weeds - trash in many yards here also.

Rating 6

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Dr. lives in camp. does some doctoring outside. Co. pays his salary
No fee charged men.

Rating 40

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham, 42 mi.
No contract.
Use train.
Building hospital at Jasper, 10 mi.

Rating 10

2. Food protection pp.15

6. (a) Refrigeration 0-~~2~~1.5
7. (b) Dust and fly protection 0-~~2~~1.5

13

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Rating 23

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7 yes
(c) First aid trained crews 8-10 yes

Chapter of Joseph A. Holmes Safety Ass'n.

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-8
(c) For women and children 9-10

None

Rating 0

3. Dentist pp. 10
(a) In camp ot within 5 miles 6-10
(b) 5 miles or more away 0-5

Jasper, 10 mi.
Occasionally an itinerant one.

Rating 6

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating _____

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Furnished house + coal free for principal of Parrish school.

Rating 10

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

35 (c) Over 3 mi. away: free transportation 25-35
9 no " 0-25
10
12

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

white
1-3 grades in camp, 2 teachers, 8 mos.
1-9 in Parrish, adjacent, 1 teachers -
negro
1-7 2 teachers, 8 mos. 35

B. High School pp. 20

(a) In camp or within 1 mile 20
(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15
(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

Nearest H.S. - Jasper, 9 mi. - train service convenient. Have to pay, but get reduction.
None available for Negroes. 9

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10	~~Jasper~~ Parrish
(b) Bowling Alley	5	0	
(c) Dance Hall	5	0	
(d) Movie Theatre	10	10	~~Jasper~~ Parrish
(e) Pool Room	5	5	
(f) Fraternal Order	5	5	~~J~~ Parrish
(g) Public Hall	5	0	
(h) Boy Scouts	5	5	W
(i) Girl Scouts	5	0	
(j) Playground	10	0	
(k) Other	5	0	
(l) Musical Club	5	0	
		35	

2. Religion pp. 25

Church 25

4 Negro churches

White people go to Parrish —

Church societies.

25

3. Building and equipment pp-25

4. (a) Building (old type 1 rm. school to modern bldg.) 0-5

3. (b) Repair (Describe) 0-3

2. (c) Water (inside, outside & distance, source) 0-3

1.5 (d) Toilets (flush closets, privies, condition) 0-3

1.5 (e) Heat (furnace, stove) 0-2

2. (f) Ventilators (system, window boards, none) 0-3

0. (g) Free books 0-3

2. (h) Medical Inspection 0-3

12.0 Describe building and equipment:

White grade school

(a) 2-room weather board, wood sh

(b) good

(c) out drilled well 15 ft.

(d) out privies - dug vaults

(e) stoves

(f) windows open top & bottom

(g) pay

(h) N. R. - see P. N. S. rating

Negro

(a) held in church - similar to above - 1 room

(b) good

(c) out - drilled well - 500 ft.

(d) out privies - dug vaults

(e) stove

(f) N. R.

(g) pay

(h) N. R.

Rating 12

Jasper

(a) 9-room brick, plastered - modern.

(b) splendid - new.

(c) out drilled well

(d) out - dug vaults

(e) furnace

(f) yes

(g) pay

(h) N. R.

B. Location pp. 100 rating	77.0	
1. Site and drainage	30.0	pp. 35
2. Space	35.0	pp. 35
3. Intercourse with other communities	12.0	pp. 30
	77.0	100

C. Camp pp. 100 rating	55.17	
1. Housing	8.36	pp. 19
2. Water supply & distribution	21.94	pp. 25
3. Sewage & waste disposal	5.34	pp. 19
4. Camp Upkeep	2.24	pp. 8
5. Food and merchandise supply	6.95	pp. 10
6. Medical & health provision	4.56	pp. 8
7. Educational provision	3.18	pp. 6
8. Recreational provision	2.60	pp. 5
	55.17	100

1.	44.	x .19	8.36.
2	87.75	x 25	21.94
3 —	28.10	x 19	5.34
4 —	28.00	x 8	2.24
5	69.50	x 10	6.95
6	57.00	x 8	4.56
7	53.00	x 6	3.18
8	52.00	x 5	2.60

District Birmingham Alabama Agent Helen H. Ruiz

Field No. 10 - 12 Date May 31, 1923.

Serial No. 18 Rating Camp 55,17

239 ~~240~~ Location

A. General Information

1. Company Alabama Fuel & Iron Co.

2. General Office Birmingham, Ala.

3. Mine Margaret, No. 3, 4, 5. ✓ ✓

4. Address Margaret, Ala.

5. No. Empl. Total 525 In 455 Out 70

6. Pop. Actual 1009 Estimated

7. Prev. Nat. 65% negro - 35% white American

8. Age of mine 20 years probable life 30 years

9. No. of houses: Tot. 250 D. S. B. 4 O.

10. Rents: Per room: P R
Per house: P 4.80 - 6.00 R 3.60 - 9.60

11. Charge for water School tax - .60 per mo. for married
.30 " " " single.

12. Charge for light
Hospital - .50 per mo. per man

13. Charge for coal 3.70 per ton delivered -

14. Climate

375 pop

Marettown - Adenville - Dist. - 7 mi
" " 2500 - Birmingham - - 28 mi

Extends several miles —

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

Nearest R.R. station is Pacine - 2 mi. distant
Company bus goes to Birmingham every morning - returns afternoon
Poor dirt roads in St. Clair County - about halfway to Birmingham

Rating 10

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. ✓
21-35. Describe:

General broad hills -

Rating 30

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
✓(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Hillsides - gentle slope — on roads - but same 1 1/2 miles from store —

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Rating 9

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	
(with ")	9	
(b) Light (window)	5 —	4
(electric)	4	
(c) Plumbing (bath tub)	3	
(water closet)	3	
(d) Screens	3	
(e) Furnace	2	
(f) Coal shet	1	

Electricity in salaried employees houses only —

Rating - 4

250

Majority - old

all - entire Wood frame
Board and Batten
Ceiled
Rst foundation - single floors
Wood shingle or comp. paper
roofs. -

250
15
235

About 15% - built 1918 are
weatherboard -

All homes of cheap material
and construction

Rating 12

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

dr well (piped)
ratio 1-4

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	1
Inside wall condition	2	.5
Freedom from leaks	8	4.
Freedom from breaks	8	4.
Other disrepair	4	1.5

Majority of old homes — worn no paint — No paint fresh and clean —

Walls coal black from smoke — White wash smeared over —

Newer houses occupied by whites do not show leaks and breaks — Those occupied by colored show no upkeep —

Rating 11

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31 = 7%
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7 ✓ = 9%

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

PHS 16%

Rating 5.6 107

Summary of S. & P. Ratings

PHS 95%

Final Ratings 61.75

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

line right to every 3 or 4 houses

Rating 26

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 4

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Odor and bad condition attendant upon open back surface spring — Night soil hauled away twice a week —

Rating 6

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

About half of camp has cleaning once a year — others throw rubbish down hillsides —

Rating 2.5

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No collection

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) ✓Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No side walks -

Rating 6

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Unimproved - dirt - steeps - rocks - ruts - little mud because of drainage and soil -

Rating 10

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Fences had been built about majority of houses - now in utter disrepair -

Rating 3

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores 50

(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2 .5

(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5 .5

(rate as above)

(f) Home produced milk 0-1.5 .5

(rate according No. of cows to families, note if pasture and stabling not available)

Small independent stores nearby — Farmers bring vegetables in the summer —

Rating 51.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Space - very few yards -

Rating 4

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Part near store - rather attractive - salaried mens' homes - others scattered - dark paint - no gardens -

Rating 5

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Contract - at camp -

Rating 38

2. Hospital pp. 15
(a) In camp 15
✓(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Birmingham - available for families -

Rating 10

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

Iceplant at camp -
Meats vegetables from separate screened sections -
Dirt accumulation in store room Rating - 12

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

People do a great deal of buying in Winnipeg. Lain - Independent stores near here small stocks -

Rating 18

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Kits - no crew -

Rating 6

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

None

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

9 miles -

Rating 3

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None

Rating 0

Rating 38

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Principals has own home— other teachers board —

Rating 6

County provides only 5½ mo. school for white - and 4 mos. for colored — Rest supplemented by school taxes paid by employees. - and additional salaries

VII. Education — pp 100

1. A Grade Schools (1-8 grades) — pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45 — 35

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

white - 9 mos. term - 8 grades - 3T - 149P
Colored - " " " " " - 3T - 175P

B. High School — pp. 20

(a) In camp or within 1 mile	20
(b) 1 - 3 mi. free transportation	20
train or trolley	18
no transportation	15
(c) Over 3 mi. free transportation	10-18
train or trolley	5-15
no transportation	0-14

3

white high school at Odenville - 7 mi. Convenient train morning and evening — 2 mi. to train —

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10
(b) Bowling Alley	5	
(c) Dance Hall	5	5
(d) Movie Theatre	10	10
(e) Pool Room	5	
(f) Fraternal Order	5	cat. Odenville - 2
(g) Public Hall	5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	

2. Religion pp. 25

Church	25	25

5 colored churches
2 white "

Rating — 52

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5 3
(b) Repair (Describe) 0-3 1.5
(c) Water (inside, outside & distance, source) 0-3 1.5
(d) Toilets (flush closets, privies, condition) 0-3 1
(e) Heat (furnace, stove) 0-2 1
(f) Ventilators (system, window boards, none) 0-3 1
(g) Free books 0-3 0
(h) Medical Inspection 0-3 0
Describe building and equipment:

Both colored and white school
two story wooden buildings -
Ceiled inside - Need painting
Water - outside hydrant
Toilets - " privies
Heat - stove
No medical inspection.

Rating 9

B. Location pp. 100 rating	95.	
1. Site and drainage	30	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	30	pp. 30
	95	100

C. Camp pp. 100 rating	85.95	
1. Housing	12.87	pp. 19
2. Water supply & distribution	23.44	pp. 25
3. Sewage & waste disposal	16.44	pp. 19
4. Camp Upkeep	7.28	pp. 8
5. Food and merchandise supply	9.60	pp. 10
6. Medical & health provision	7.76	pp. 8
7. Educational provision	4.56	pp. 6
8. Recreational provision	4.00	pp. 5
	85.95	100

1	73	× .19	12.87
2 —	93.75	× .25	23.44
3 —	86.50	× .19	16.44
4 —	91.0	× .8	7.28
5 —	96.0	× .10	9.60
6 —	97.0	× .8	7.76
7 —	76.0	× .6	4.56
8 —	80.0	× .5	4.00

District Birmingham - Ala. Agent Helen H. Ringe

Field No. 227-8 Date May 31, 1923.

Serial No. 19 Rating Camp
9 10 Location

A. General Information

1. Company Tennessee Coal, Iron & R.R. Co.

2. General Office Brown-Marx Bldg - Birmingham

3. Mine Bayview -

4. Address 653 Cusley - Ala.

5. No. Empl. Total 857 In 590 Out 267

6. Pop. Actual Estimated 2000

7. Prev. Nat. 83% negro - 17% white American

8. Age of mine 11 years - probable life 20 years -

9. No. of houses: Tot. 310 D. 79 S. 231 B. 0 O. 0

10. Rents: Per room: P 2.10 and 2.50 R
Per house: P 6.30 - 8.40 - 10.50 R 4.20 — 12.50

11. Charge for water
Bath house - .50 per mo. per man

12. Charge for light .20 per light per mo.
Doctor - 1.15 per mo. per man.

13. Charge for coal 3.25 per ton delivered —
School tax for men in Co. Houses - .50 for married } per mo.
.25 " single

14. Climate

Nearest town - Cusley 7 mi. - 8995 pop
" " 2500 - " " -

Company owns thousands of acres - unlimited space - unhindered by topography

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: Ensley 7 mi. - Birmingham 13 mi.
Paved roads.
Jitney to Ensley and Birmingham.
Trolley from " to "
Train service -

Rating 30

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Gently sloping and level land near what is known as Village Creek - excellent drainage

Location was in uncleared woods.

Rating 30

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Location is best possible and equals that found in any suburb development - Land leveled where necessary - slight slope - among trees - tipple not in sight.

Rating 10

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

No house nearer than 35 feet to another - double and triple rows.

Rating 8 ✓

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	-0
(with ")	9	
(b) Light (window)	5	-4
(electric)	4	-4
(c) Plumbing (bath tub)	3	-0
(water closet)	3	
(d) Screens	3	-0
(e) Furnace	2	0
(f) Coal shet	1	1

all equipped

Light - not all rooms have two windows - Windows do not light adequately when door is shut.

Electricity - all equipped.

Rating - 9

310 Houses are of varied attractive cottage types — no monotony of construction — all have good styled porches —

Outside is of clapboard or weather board in various widths and arrangement

Inside — ceiled.

Single floors —

Composition shingle roofs.

brick post foundation

Rating 24

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Water Co. -

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3
Inside wall condition	2
Freedom from leaks	8
Freedom from breaks	8
Other disrepair	4

Repair continually supervised. Some porch steps and floors, however, had been broken 4 - 5 mos. Inside walls are unpainted - and dirty - darkened by smoke - Tenants have done some papering and painting.

Rating 22

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

PHS 90%

Rating 31.5

Summary of S. & P. Ratings

PHS ~~38%~~
95

Final Ratings 61.75

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

One hydrant between 2 houses

Rating 32

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

at back of each house along alley — approx. distance 35 ft —

Rating 5

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

weather board - painted -
clean
adequate supervision —

Rating 22

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Receptacles - and collection at least once a week.
Burned outside of camp.

Rating 10

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Receptacles - collection Three times a week. - Incinerator

Rating 10

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

Concrete 3 ft. sidewalks along all main streets - houses which are not directly on main streets have hard gravel path

Rating 15

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Porch lights on all houses - a few 100 W. 150 W. street lights in half of camp

Rating 8

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

Hard surface roads of gravel or shale - Concrete gutters and curbs at side - Surface worn and humpy, needs surfacing.

Rating 32

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

No fences in camp - plan purposely eliminates them to improve appearance.

Rating 20 10th

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores 55

(Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2

(rate by proportion of tenants with gardens and note if no garden land is available) 1.

(e) Home produced poultry and eggs - none 0-1.5

(rate as above)

(f) Home produced milk - none - but plentiful milk supply - pure 0-1.5

(rate according No. of cows to families, note if pasture and stabling not available)

Thoroughly equipped modern brick building - Signs "Drink Milk" - "Eat Vegetables Twice Daily" - Community garden - Company especially interested in vegetable growing - School gardens - and exhibits at school -

Rating 56

Company has started two large truck farms where children can work for 10¢ an hour - more are planned to supply communities of Co. with fresh vegetables.

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Moderate sized yards - all planted with grass and shrubs - large trees among houses - lowbushes

Rating 6

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Camp planned as model development. Regular streets and placing - Profusion of trees and grass.
Coal sheds and privies all along back alleys which are kept in best condition

Rating 10

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

2 contract doctors - always at camp

Rating 40

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Dispensary and small hospital at camp.

Large Company hospital at Fairfield 7 mi. distant.

Regular baby clinic Rating 15

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

Food stuffs from separate section — glass show cases — double screen doors —

Rating - 15

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Cuseley - Birmingham

Rating 25

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Full equipment — Many men have first aid certificates — No crew because dispensary is so near mouth of mine, injured can be brought there immediately Dr. for always there

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

For white and colored — men only — Showers — pulley arrangement for drying and airing clothes

Rating 8

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

In camp - 2 days each week regularly - Others at Eusley and Birmingham

Rating 9

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Trained nurse as assistant to doctor -

Rating 15

Rating 45

2. Providion for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Most attractive cottages for both colored and white teachers - completely furnished - sleeping porches - under a chaperone - run on cooperative plan

Rating 10

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40 40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

Colored and white - 8 grades - 9 mos. term -
Colored - 3 Teachers and principal - almost 200 pupils this year - very overcrowded - new addition of 1 year.
White - 6 Teachers -

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

5

No colored high school -
For white children - free transportation - 2 mi. distant

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	10	10
(b) Bowling Alley	5	0
(c) Dance Hall	5	
(d) Movie Theatre	10	10
(e) Pool Room	5	0
(f) Fraternal Order	5	
(g) Public Hall	5	5
(h) Boy Scouts	5	5
(i) Girl Scouts	5	5
(j) Playground	10	10
(k) Other Dramatic club	5	5
(l) Musical Club	5	5

2. Religion pp. 25

Church	25	25

Colored church in camp - white go to churches at Tuulga - adjacent.

Outdoor Pageants - Band Concert - movies in auditorium of school houses - Soccer for boys - Volley ball for girls - School field day -

Huge spring festival each year for colored and white + various communities of company participation.

Head community worker who plans and supervises recreation at camp.

Rating 80 1074

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5
(b) Repair (Describe) 0-3
(c) Water (inside, outside & distance, source) 0-3
(d) Toilets (flush closets, privies, condition) 0-3
(e) Heat (furnace, stove) 0-2
(f) Ventilators (system, window boards, none) 0-3 - 2
(g) Free books 0-3 - 0
(h) Medical Inspection 0-3

Describe building and equipment:

Both colored and white schools are built alike — long one story buildings - with large auditorium in center - attractive - painted green - white trimmings - set among trees — school gardens adjoining — plastered inside - shades - oiled floors desks of different sizes — Kindergartens — high schools have separate home for home economics classes, started in fifth grade — kitchen, dining room fully equipped — Sewing and cooking taught. School exhibit of work each spring.

Water - outside hydrants - Heat - stove
Toilets - outside pail privies —
Large windows —
— medical and dental inspection - dental work free - Tooth brush drill daily - each child has cup and brush in glass Rating 21

case -

Nutrition classes for underweight children interest of parents stimulated.

B. Location pp. 100 rating 77

1. Site & drainage	22	pp.	35
2. Space	25	pp.	35
3. Intercourse with other communities	30	pp.	30
	77		100

C. Camp pp 100 rating 54.71

1. Housing	1066	pp.	19
2. Water supply & distribution	1955	pp.	25
3. Sewage & waste disposal	504	pp.	19
4. Camp Upkeep	300	pp.	8
5. Food supply	650	pp.	10
6. Medical & health provision	496	pp.	8
7. Educational provision	450	pp.	6
8. Recreational provision	250	pp.	5
	54.71		100

1	56.1	× 19
2	70.2	× 25
3	26.5	× 19
4	37.5	× 8
5	65	× 10
6	62	× 8
7	75	× 6
8	50	× 5

District Pocahontas Agent O.P. Greenhalgh

Field No. 44 Date May 2-1922

Serial No. 140 Rating Comp 54.71

Location

~~244~~ 243

A. General Information

1. Company By Products Pocahontas Co.
2. General Office. Terre Haute Ind.
3. Mine By Products #1
4. Address Big Four
5. No. Emp. Total 124 In 108 Out 16
6. Pop. Actual ——— Estimated 350
7. Prev. Nat. American (95 white) (22 colored)
8. Age of mine 23 years Probable life 30 years.
9. No. of houses: Tot 77 D. 4 S. 68 B. 45 O.
10. Rents: Per room: P 1.80 B 1.25 1.80 Per house P 5.50 B 3.00 12.00
11. Charge for water free.
12. Charge for light ~~2~~ $25. Range. 1.25 to 3.50 Prev. 1.25
13. Charge for coal 1.00 a mo. .45 ton for delivery. 12 mo a year. unlimited. Grade of Coal (Lump.)
14. Climate.

Doctor. 200 married. 100 single.

Nearest town Kimball dis. 1½ miles - Pop. 1045

" " 2500. Kimball dis. 1½ miles.

Company carries a group insurance on every man. Co pays all premiums. range from 500.00 to 1000.00

Rating_____

3. Intercourse with other communities pp. 30
   (a) No roads except R.R. not over 1 train a day 0-5
   (b) Roads impassable large part of year, limited train service at least two each way 6-10
   (c) Poor to fair roads and train, trolley, or taxi service 11-20
   (d) Good roads, & train or trolley or jitney service 21-30

Describe:

2 trains (east) one way & 3 trains west. daily. .10
Bus Every two hrs each way till Midnight .15
Concrete highway.

Rating 30

B. Location pp. 100

1. Site and drainage pp. 35

(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10

(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20

(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

14 on low marsh ground. 5

35 houses are built on level ground well drained 30

~~7~~ houses on steep rocky land 5

20 houses on level ground. well drained 25

4 " on hilly ground. 15

Rating ~~#~~ 22

2. Space pp. 35

(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15

(b) Locations offering sufficient to generous space for all necessary buildings 16-35

Describe:

77 Each house has space for garden & plenty of room between houses

Rating 25

3. Construction.

Describe prevailing and exceptional type of houses according, B topics a-g (a)material (b) outside finish (c)inside finish (d) floors (e) roof (f) foundation (g) cellar. Apply rating, in general, as follows:

A. Houses of good frame, plain boards for outside, with board (not sealing) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)
(In south do not lower rating because of post foundation or single floors)

B. Houses of wood frame, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with sealing or composition paper as inside finish, single floors, no cellar post foundation, paper roof, 10-25

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best sealing or plaster, tight single or double floors, slate or composition shingle roofs, solid foundation or cellar 25-35

.77 (In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points)

Clapboard. as prevailing ~~rep~~

all houses are either Board & Batten or Clapboard. 25 with plaster. all have Comp Paper. Post. tight single floors. Houses that are not plaster is tight wood sheathing. No cellars.

8 shanties are B&B. Rating ~~20~~ 14

69 houses are clapboard Rating 28 20

C. CAMP pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp 10

(a) Located where drainage is poor, access difficult, dump or coke ovens or tipple objectionably close. 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

4 have Tipple too close. 2

14 drainage is poor 2

59 drainage is good. 8

Rating 6.5

2. Space pp. 10

(a) Houses placed close together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded 6-10

all houses are placed so that air light & plenty of space for gardens & yards are afforded.

Rating 8

4. Equipment pp. 35

Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink 1-5
(with " 6-10
(b) Light (windows 0-6
(electric 0-4
(c) Plumbing (bath tub 0-4
(water closet 0-3
(d) Screens 0-3

(e) Furnace 0-3

(f) Coal shed 0-3

(a) 1 with sink. 8
1 no sink. usual 4 } only two houses with water.

(B) all with good light. 5
all have Electricity 4

C none. 0
0

D. no screens. 0.

E no furnaces. 0

F 4 with coal sheds. 2.
75 without 0

9.1

Rating 18

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

2 drilled wells supply about 20 houses. 62

S = dr w. (part piped) dug w springs - unprot.

R = 12 - 81 = 1 - 7

Rating_____

5. Repair pp. ~~30~~ 25

Describe actual conditions of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	4
Inside wall condition	3
Leaks	9
Breaks	9
Other disrepair	5

8 houses not Painted 0

69 Paint in fair condition 2 2

Plaster cracked some.
Sheathing in good condition 2 1.5

---

a few roofs about 10 that have leaks. 2
67 good condition 8 7

Broken porches. Many houses sides
Broken some. 4

General broken fences

Rating 14.5

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless definitely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5.

4 houses carry water from one spring that is on same level ground. 15

4 houses carry water from spring which is near slate pile. lots of dust & other dirt in spring. 10

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Note: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

14 houses carry water from a dug well. Which is Brick lined. This Brick lining goes down to a foot below Hard Rock surface. Cement between bricks. on same level with houses

Rating ~~60~~ 52 pts.

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

None.

rating_____

(c) Treated waters. Describe as fully as possible the care t reatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

None.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams.

From sparsely settled watersheds with only slight, strictly rural pollution, 16-22.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 22-55.5

Less efficient watershed protection or less consistent storage, 45.5-62

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
   (a) Sanitary sewage with clean flushing indoor closets 35
   (b) Same, outside closets 32
   (c) Cesspools & Septic tanks 28-31
   (d) Privy Vaults
      1. Rigidly fly proof 28
      2. Open seat, closed back and sides, according to depth, etc. 14-21
      3. Open seat and sides according to fly exposure 0-17-5
   (e) Water tight pail privies, according to fly exposure and supervision 7-31
   (f) Surface privies according to protection from flies. 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc. being below the average.

all privies are open seat & not boarded around. mostly surface. 3

Rating 3

Summary of S. & P. Ratings

55 h at 62 - 3410
14 h at 50 - 700
4 h 15 60
4 h 10 40
77 | 4210 | 54.7

Final Rating 54.7

2. Distribution pp. 35

One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution.

4 houses to 2 Hydrants & one sp. 30
4 shanties to one spring. ~~21~~
16 houses to 2 hydrants & 1 dr. W. ~~15~~
20 houses to 3 hydrants ~~20~~
14 houses to 1 dug well. 5
19 houses to 3 hydrants. ~~15~~

15.5

3. Location pp. 5

(a) 25 ft. or less from house or across a stream or otherwise inconveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

about 50% Objectionably Close. 1.
" 50%. Convenient but not too close. 4

Rating 2.5

4. Distribution pp. 5

(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

One family to a privie.

Rating 5.

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition

Privies apply to (C)

Rating 3

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall, sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company (except during winter months) and hauled away from camp 7-10

Collection of rubbish every three months. 5
No receptacles.

Rating 5

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp 9-10
(b) Private collection, irregular collection or dumped outside of camps. 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Private collections by neighbors for the pigs. 5
This camp was very clean as to garbage.

Rating 5

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp. 0-5

1 piped to creek. 10
75 thrown out. 3

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

No side walks. 0

Rating 0

4. Street lights:

(a) regular street lights with lamps of 100 or more watts, Spaced feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches 0-
Describe:

There are 15 street lights.
Porch lights. but tenant have to pay

Rating 5

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid out with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(Hard -packed cinders may be considered hard surface)
Describe:

No gutters. unimproved roads. 10

Rating 10

2. Fences pp. 20

(a) No fencing or some little fencing of poor character 0-5
(b) Partly fenced- fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Partly fenced about 50% 10
50%. Good fences. 15

Rating 12.5

V. Food and Merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no freshmeat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable, according to degree of unavailability.

(b) No more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55
(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent stores being adjacent or at varying distances from the camp; rate according to distance of ind. stores. 41-55
(Apply note under (a) to this section also)

(d) Home grown vegetables. 0-2
(rate by proportion of tenants with gardens and note if no garden land is available.

(e) Home produced poultry and eggs. 0-1.5
(rate as above)

(f) Home produced milk. 0-1.5
(rate according No.of cows to families, note if pasture and stabling not available.

(C)

No fresh milk fresh vegitave part of time.

Rating ~~35~~ 40

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

All houses have moderate size yards. 5

Rating 5

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10

Rating 5

5. Other Merchandise pp. 25

(a) No.store or only one in community or within 1/2 hours reach 0-15
(b) Several stores within 1/2 hours reach 16-25
(c) Store in community and others at varying distances but used by camp population 1-25

Note: Vary ratings according to extent and variety of stock carried.

One store about 1/2 mile 15

Rating 15

2. Food protection pp. 15

(a) Refrigeration 0-7.5
(b) Dust and fly protection 0-7.5

A refrigerator to keep the meat & vegitables fresh. 5

No refrigeration plant.

Screens around all meat & other food. 5

Rating 10

3. Dentist pp 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Dentist at Kimball 1½ miles away.

Rating 10.

4. Nurse pp 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

a nurse from Bluefield visits about 2 times a year.

Rating 5

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
   (a) In camp all time 36-40
   (b) In camp part time, near by rest pp.26-35
   (c) On call within 5 miles 21-25
   (d) 5-10 miles away 11-20
   (e) over 10 miles away 0-10
   In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Doctor 1½ miles avg. Makes one call daily. Subject to call at any time.

Rating 25

2. Hospital pp. 15
   (a) In camp 15
   (b) Within 2 hours train ride or drive over good roads and good train service 8-14
   (c) More than 2 hours ride away roads or service poor 0-8

Hospital 1½ miles avg. } Concrete Road,
another 7½ miles avg. } ambulance service.

Rating 12.

VII. Education pp. 100

1. Schools provided pp. 40
(a) Schools with 1- 8 grades to accommodate all children, and high school accessible 31-40
(b) With no high school 21-30
(c) None, or schools insufficient to accommodate all children, according to proportion taken care of 0-20

White school 5 grades. Colored school 3 grades. Two schools. One white & one colored.

High school 1 1/2 mile avg. Carry children in school buses.

Rating 35

2. Provision for teachers housing pp. 10
(a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6-10
(b) No. boarding places or houses provided at or within easy access of camp or only camp boarding house of inferior grade 0-5
Describe:

Rating ~~10~~ 8

PPG

5. First Aid pp 10
(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Supt. & two other men are trained to give first aid. Have a regular first aid kit.

Rating 10

6. Wash house pp. 10
(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-8
(c) For women and children 9-10

Rating 0

4. Accessibility pp. 25

(a) Grade school in community or not over 1/2 mile away, high school accessible 21-25
(b) Grade school as above, high school impossible or difficult of access 16-20
(c) Grade school 2-5 miles, varying transportation, rate according to transportation and distance 6-15
(d) Grade school over 5 miles away 0-5

Rating 25

3. Building and equipment pp. 25

(a) Building (old type 1 rm. school to modern bldg.) 0-3

(b) Repair (Describe) 0-3

(c) Water (inside, outside & distance, source) 0-3

(d) Toilets (flush closets, privies, condition) 0-3

(e) Heat (furnace, stove) 0-2

(f) Ventilators (system, window boards, none) 0-3

(g) Free books 0-3

(h) Medical Inspection 0-3

Describe building and equipment:

(a) colored. one room. } 3
white 2 room. }

(C)
Colored school. carry water. 100 yds. } 0.
white school. carry water 200 yds }

(D) Privies surface. 0

(E) stoves. 1

(F) none. 0

(G) Pay. 0

(H) Medical Inspection none. but have free dental clinic visit school. 1

Colored. 1 room. clapboard. wood sheathing.
white. 2 room. clapboard. Plaster.

Repairs. 1

Rating 87

VIII. Recreation pp 100

(a)	Ballfield	10
(b)	Ball team	5
(c)	Bowling alley	5
(d)	Dance Hall	5
(e)	Movie Theatre	10
(f)	Pool Room	5
(g)	Fraternal Order	5
(h)	Union hall	5
(i)	Publichall	5
(j)	Church clubs	10
(k)	Boy scouts	5
(l)	Girl scouts	5
(m)	Playground	10
(n)	Y. M. C. A. Sec.	5
(o)	Other	5
(p)	Musical club	5

None.

all go to Kimball.

Rating ~~0~~ 50

~~100~~

B. Location pp. 100 rating	89	
1. Site and drainage	33	pp. 35
2. Space	33	pp. 35
3. Intercourse with other communities	23	pp. 30
	89	100

C. Camp pp. 100 rating	4223	
1. Housing	8.59	pp. 19
2. Water supply & distribution	6.88	pp. 25
3. Sewage & waste disposal	5.04	pp. 19
4. Camp Upkeep	2.32	pp. 8
5. Food and merchandise supply	7.55	pp. 10
6. Medical & health provision	4.40	pp. 8
7. Educational provision	4.20	pp. 6
8. Recreational provision	3.25	pp. 5
	4223	100

1 45.2 x 19
2 27.5 x 25
3 26.5 x 19
4 29.0 x 8
5 75.5 x 10
6 55.0 x 8
7 70.0 x 6
8 65.0 x 5

District Illinois No. 25 Agent James J. Riordan

Field No. 85 Date May 26. 1923

Serial No. 23 Rating Camp 42.23

Location 89

328 ~~329~~

A. General Information

1. Company Taylor Coal Co

2. General Office Chicago, Ill.

3. Mine No. 5

4. Address Freeman, Ill.

5. No. Empl. Total 450 In 70 Out 380

6. Pop. Actual — Estimated 250

7. Prev. Nat. White American. Negro- Italian

8. Age of mine 15 yrs probable life 25 yrs.

9. No. of houses: Tot. 59 D. = 0 S. 59 B. = 0 O.

10. Rents: Per room: P 2.62 R 2.62 } All 4 room Houses rented at 10.50 per mo. each

10.50 per mo per House Per house: P 10.50 R 10.50

11. Charge for water Free

12. Charge for light No Lights -

13. Charge for coal 2.67 = nut - 2.08 = Lump } Miner Delivers at various costs depending on distance -

14. Climate

15. Nearest Town - Freeman, adj - pop - 825

16 Nearest Town over 2500 = Herrin 5 mi

Sufficient space available for all kinds of building

Rating 33

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:

3 Trips each way by Bus from Herron

2 - "A" trains each way daily

Wide partly paved road to Herron 5 mi.

Rating 23

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites, 21-35. Describe:

Level Land - Suitable for building purposes.

Rating 33

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

29 50% of houses are Boarded with building paper over boards - the inside is of wall board - built on Concrete or brick posts - single floors - no cellars.
of cheap Const — 8

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Houses are built on level land in rows - nearest house about 300 ft from mine works - Easily accessible to all houses

Rating 8

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Houses are built in rows - about 30 ft apart - They have space for gardens - but only about half of houses have any kind of lawns or gardens

Rating 7

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	none	4	0
(with ")		9	
(b) Light (window)	on all sides	5	4
(electric)	none	4	0
(c) Plumbing (bath tub)	0	3	0
(water closet)		3	
(d) Screens optional with tenants a few ~~some~~ parts screened		3	1
(e) Furnace	none	2	1
(f) Coal shet Improvised sheds erected by tenants		1	0.2

6.2

Rating 6.2

30 50% of houses are weather boarded – with wood sheathing inside – simple floors – wood shingles on roof – no cellar.

15

50% x 8 = 400
50% x 15 750
1150

Rating 11.50

II. Water Supply: pp. 100 rating_____

1. Source and protection (See Instructions) pp.65

A. Ground Waters

(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

None

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3
Inside wall condition	2
Freedom from leaks	8
Freedom from breaks	8
Other disrepair	4

The paint on most of the weatherboarded houses has been on about 2 years - In fairly good Cond - 1.5
The buildis papered Houses - Not - Rated

Inside wall - Majority of Houses papered by tenants with paper furnished by Co - In Many Cases the rain leaks thru & spoils paper The walls of the paper finished houses ~~are~~ show effects of leaks 1

Leaks - The paper finished houses leak thru walls in driving rain & about 7 out of 10 houses visited had leaky roofs 4

Breaks - The weath boarding is broken in a few cases - about 3 broken windows seen - Outbldgs - unpromised & about ready to fall in many cases - 4

other - about 5 out of 10 houses visited floors are worn - Chimney flue of one broken inside of house - & most of the houses need minor repairs 2

Rating 12.5

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

none

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

90% use dug wells. They have open tops + are concreted about 4 inches above surface - lend well break or concrete - with open tops the water looks clear + is sure to be contaminated from dirt etc. falling in wells

Rating 5

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

10% use Cisterns - They are similar to the dug wells + are the improvised sort - with a part of rain spout leading to concrete bowl placed underground. Tops not covered -

5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

none

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

none

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

none

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Surface privies used. have open backs - no covers - loosely boarded Bldgs -

Rating 4

Summary of S. & P. Ratings

Final Ratings 5

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

4 or 5 houses to each supply point — They range from 30 to 150 ft. distance

Rating 22.5

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Usually about 30 ft from house
Conveniently located -

Rating 1.5

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

One per family

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

They are cleaned about ~~twice~~ per mo — At time I visit they ~~had~~ been cleaned recently —

Some few were in bad condition inside.

Rating ~~3~~ 8

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

At time I visit Trash was littered all over Camp —
There were many piles of Powder Cans, paper. Discarded Clothing & etc —
Company cleans up each spring — according to the Super —

Rating 2

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Company collects garbage about once per mo -
But Camp is littered with Cans + in all the alleys have garbage strewn about

Rating 3

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

None

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

None or porch lights

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

All Dirt roads, uneven.

Rating 15

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

More fences around some of the houses -

Rating 8

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5
(rate as above)

(f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available)

Stores in Freemans used. There are 6 stores none sell fresh meat 46

d 0.5

e 0.5

f 0.5

Rating 47.5

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Yards are of ample size - but in most cases the space is taken up with trash or improvised bldgs used as garages, coal sheds or storage places - Some houses have gardens

Rating 4

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Camp is untidy - Trash strewn about - + the rear of houses ~~are~~ is generally messy

Rating 2

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

In Herron, 5 miles

Rating 22

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

In Herron 5 miles
good road

Rating 12

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

Most of the Stores have refrigerators & 6 are partly screened

Rating 10

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Herrgow Can be reached by Bus in about 1/2 hr

Rating 18

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) ~~First aid trained crews 8-10~~

~~FB~~ Trained men work in mine

Rating 9

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-8
(c) For women and children 9-10

Wash House with 20 Showers Hot + Cold water

Rating 8

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

In Herron
5 mi

Rating 5

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Herron, 5 mi

Rating 2

Rating _____

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Teachers live in Freeman or Herron both easily accessible

Rating 8

Both White + Colored Children attend Same School

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

Teacher has more than 1 grade - ~~30~~ 40

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

In Herron. 5 mi.
Transp by Bus - = 15
Rates 15

4. Accessibility pp. 25

(a) Grade school in community or not over 1/2 mile away, high school accessible 21-25
(b) Grade school as above, high school impossible or difficult of access 16-20
(c) Grade school 2-5 miles, varying transportation, rate according to transportation and distance. 6-15
(d) Grade school over 5 miles away 0-5

Rating 2

3. Building and equipment pp-25
(a) Building (old type 1 rm. school to modern bldg.) 0-5
(b) Repair (Describe) 0-3
(c) Water (inside, outside & distance, source) 0-3
(d) Toilets (flush closets, privies, condition) 0-3
(e) Heat (furnace, stove) 0-2
(f) Ventilators (system, window boards, none) 0-3
(g) Free books 0-3
(h) Medical Inspection 0-3
Describe building and equipment:

(a) 4 room weather boarded Bldg and two rooms over a store in Freeman are used as school bldg 2

(b) Windows broken - plaster off walls in generally poor cond 1

c Water = out - dug w. 50 ft 1

d - Toilet out - surface privies 1

e Heat - stove 1

f - Window ventilation 1

g - Books pay 0

h Med Insp 0

Rating 7

VIII. Recreation - Religion pp. 100

1. Recreation pp. 75

(a) Ballfield	✓10
(b) Bowling Alley	5
(c) Dance Hall	✓5
(d) Movie Theatre	✓10
(e) Pool Room	✓5
(f) Fraternal Order	✓5
(g) Public Hall	✓5
(h) Boy Scouts	5
(i) Girl Scouts	5
(j) Playground	10
(k) Other	5
(l) Musical Club	5

2. Religion pp. 25.

Church	✓25

none at camp but some those (✓) are available in Freeman adj

65

479

B. Location pp. 100 rating	95	
1. Site and drainage	35	pp. 35
2. Space	35	pp. 35
3. Intercourse with other communities	25	pp. 30
	95	100

C. Camp pp. 100 rating	49.27	
1. Housing	10.17	pp. 19
2. Water supply & distribution	11.25	pp. 25
3. Sewage & waste disposal	5.32	pp. 19
4. Camp Upkeep	3.12	pp. 8
5. Food and merchandise supply	8.20	pp. 10
6. Medical & health provision	5.28	pp. 8
7. Educational provision	3.93	pp. 6
8. Recreational provision	2.00	pp. 5
	49.27	100

1. 53.5 x 19
2. 45.0 x 25
3. 28.0 x 19
4. 39.0 x 8
5. 82.0 x 10
6. 66.0 x 8
7. 65.5 x 6
8. 40.0 x 5

District So. Ill. Agent J W Valentine

Field No. _____ Date 25 May

Serial No. ~~#~~ 29 Rating Camp 49,27

Location 95

291 ~~294~~

A. General Information

1. Company Madison Coal Mining Co

2. General Office Chicago ✓

3. Mine # 8

4. Address Cartiville

5. No. Empl. Total 150 In 150 Out none

6. Pop. Actual _____ Estimated 650

7. Prev. Nat. 125 Am. Black + 2 Italians 2 or 3 families live rent (but 9 or 12 adj will make the houses)

8. Age of mine 35 probable life 3 mos

9. No. of houses: Tot. 149 D. ~~146~~ S. 148 B. 1 O.

10. Rents: Per room: P _____ R _____

Per house: P 6.50 R 5-8-12-15

most by 3 rooms - some duplex @ 5 a mo built by tenants

11. Charge for water none

12. Charge for light none

13. Charge for coal $2.79 (+ $1. for hauling) a ton

14. Climate

15 Nearest town Cartiville 1¼ mi - 3404 Pop

16 " " 2500 "

Ample space - large gardens between houses wide streets.

Rating 35

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: Jitney to Carterville aft 1 1/4 miles good concrete road - many miners own autos. No trains or trolly jitney 10¢ pass all the time.

Rating 25

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Quite level, but enough slope for drainage, trees & grass, excellent location

Rating 35

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction pp 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not ceiling) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster, tight single or double floors, slate or composition roofs, solid foundation or cellar. 20-25.

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points.

Prevailing house is 3 room board & battin - shingle roof solid foundation close to ground (posts of brick boarded between) - walls just plain boards, not matched Almost

C. Camp pp. 100 Rating_____

1. Housing pp. 100.

1. Site and drainage pp. 10

(a) Located where dnainage is poort, access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Good site - no mine
ledgs near - gentle slope -
6

Rating 10

2. Space pp. 10

(a) Houses placed closed together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Ample space

Rating 10

4. Equipment pp 30

D Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink)	4	0
(with ")	9	0
(b) Light (window)	5	5 ample
(electric)	4	0
(c) Plumbing (bath tub)	3	0
(water closet)	3	0
(d) Screens	3	0
(e) Furnace	2	0
(f) Coal shet	1	0.5

5.5

all the tenants have had
them nearly papered.
Cheap house. Small
porch in front

Rating 15

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

none

Rating_____

5. Repair pp.25

Describe actual dondition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	3	old - almost none	1
Inside wall condition	2	defaced by tenants	1
Freedom from leaks	8	no roofs leak	4
Freedom from breaks	8	few breaks	5
Other disrepair	4	generally pretty good	2
			13

Houses seem in fair repair but many roofs leak + some batten is gone wide cracks at doors

Rating 13

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

Cisterns - brick lined - originally with wooden covers - many now missing biggest 6 ft deep - water spouts may be turned in + out of cistern at will no filters water gave out last summer or does every dry spell. Carry water 1/8 - 1/4 mile. Reported good or cool other times

Rating ~~28~~ 10.

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 17.5

(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Surface privies - hinged board at back often off & complete fly exposure

Rating 2

Summary of S. & P. Ratings

Final Ratings 10. ~~22~~

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution: One to every house

Distrib - 35

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Rating 5

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Old in poor repair many kept as well as possible - Back entirely open on many - smells wide cracks, unpainted. A few painted & better built. Co cleans them out every 3 mos -

Rating 5

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

Clean up several times a year at least ~~to~~ sometimes oftener. Greater part of camp had little trash about

Rating 5

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

Fed to pigs & chickens- none in sight

Rating 3

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

Thrown out on grass or gardens

Rating 3

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

some times small hard track

Rating 3

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

around office only

Rating 0

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

part cinder, part just unimproved dirt that would get very bad - no curbs - depression at side for drainage

Rating 15

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe: Some - put up by Co. wire & fairly good - over only small part of camp.

Rating 6

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store, selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) Two or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55

(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent store being adjacent or at varying distances from the camp; rate according to distance of ind. stores (Apply note under (a) to this section also) 41-55

(d) Home grown vegetables 0-2

(rate by proportion of tenants with gardens and note if no garden land is available)

(e) Home produced poultry and eggs 0-1.5

(rate as above)

(f) Home produced milk 0-1.5

(rate according No. of cows to families, note if pasture and stabling not available)

At camp 2 miles up or Carterville 1/4 m. Company commissary burned down last winter. Carterville offers many stores of every variety. Good many gardens in camp, also cows & chickens

Rating 50

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Good sized yards, with gardens & flowers. Have garden contests

Rating 8

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Rating 7

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Dr in camp - colored doctor.
~~white dr. won't treat~~?

Rating 36

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Hospital in Dr's house. has beds for six patients. For mine accidents primarily. No hospitals will take colored patients about here

Rating 10

2. Food protection pp.15

(a) Refrigeration 0-2.5
(b) Dust and fly protection 0-2.5

No store at camp. Cartersville stores not seen. ?
(I should figure the rating with possible points 85 instead of 100 when there is any section that doesn't apply JWV)

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

All variety at Cartersville 1 1/4 miles - frequent jitneys. Can buy at Co Commissary at next camp abt 2 mi.

Rating 20

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10 2 crews

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

Rating 10

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

1 Carterville - 1 Herrin
but from what I heard afterwards I do not think either would take colored patients

Rating 0

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

none

Rating 0

10 white children go to
1 room school here.
Italians not allowed in
it; go 2 miles to next
Camp.

Rating _____

2. Provision for teachers housing pp. 10
   (a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6 -10
   (b) No boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5

Describe:

Teachers board in camp with colored families. Home where one boarded seen. Very clean & well furnished

Rating 10

VII. Education pp 100

1. A Grade Schools (1-8 grades) pp 45

(a) Grade school in camp or within easy walking distance, less than 1/2 mile 40-45

(b) 1/2 - 3 mi. away: free transportation 35-40
no " 25-35

(c) Over 3 mi. away: free transportation 25-35
no " 0-25

Rate off 5 points if grades go only to sixth, and 5 if one teacher has to teach two or more grades.

1-8 adj. to camp - for colored
Italians go to next camp 2 mi
are not allowed to go to school with
white children at 1-8 ~~40~~ 35

B. High School pp. 20

(a) In camp or within 1 mile 20

(b) 1 - 3 mi. free transportation 20
train or trolley 18
no transportation 15

(c) Over 3 mi. free transportation 10-18
train or trolley 5-15
no transportation 0-14

Sep. High school in same bldg as grade 15.

4. Accessibility pp. 25

(a) Grade school in community or not over 1/2 mile away, high school accessible 21-25
(b) Grade school as above, high school impossible or difficult of access 16-20
(c) Grade school 2-5 miles, varying transportation, rate according to transportation and distance. 6-15
(d) Grade school over 5 miles away 0-5

Rating_____

3. Building and equipment pp-25

3 (a) Building (old type 1 rm. school to modern bldg.) 0-5

1.5 (b) Repair (Describe) 0-3

3. (c) Water (inside, outside & distance, source) 0-3

1. (d) Toilets (flush closets, privies, condition) 0-3

1. (e) Heat (furnace, stove) 0-2

0 (f) Ventilators (system, window boards, none) 0-3

0 (g) Free books 0-3

0 (h) Medical Inspection 0-3

Describe building and equipment:

Large 2 story frame bldg.
fair repair - not new.
water inside fountains
Outside privies Stove heat

Rating 9.5

About 10 or 12 yrs ago, during a strike, colored labor was brought to the Madison camps to break it. Race riots followed & many negroes were killed. Ever since then they have not been allowed in Carterville except to buy. If they "stay too long" in town are asked what they are there for and they are told to get out! They still form the greater part of the labor force of two camps 1½ & 3 miles outside of Carterville.

VIII. Recreation - Religion		pp. 100
1. Recreation		pp. 75
(a) Ballfield	10	
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	
(e) Pool Room	5	
(f) Fraternal Order	5	
(g) Public Hall	5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	
2. Religion		pp. 25
Church	25	

3 churches — 25

nothing else here

have movie, lodge hall, pool room at next camp. or go in to Cartersville, but are not welcome there 15

40

Mr Benton Morris
Bookkeeper
Doctor
Tenants

4. Accessibility pp. 25

(a) Grade school in community or not over 1/2 mile away, high school accessible 21-25
(b) Grade school as above, high school impossible or difficult of access 16-20
(c) Grade school 2-5 miles, varying transportation, rate according to transportation and distance. 6-15
(d) Grade school over 5 miles away 0-5

Rating_____

3. Building and equipment pp-25

3 (a) Building (old type 1 rm. school to modern bldg.) 0-5

1.5 (b) Repair (Describe) 0-3

3. (c) Water (inside, outside & distance, source) 0-3

1. (d) Toilets (flush closets, privies, condition) 0-3

1. (e) Heat (furnace, stove) 0-2

0 (f) Ventilators (system, window boards, none) 0-3

0 (g) Free books 0-3

0 (h) Medical Inspection 0-3

Describe building and equipment:

Large 2 story frame bldg.
fair repair - not new.
water inside fountains
Outside privies Stove heat

Rating 9.5

VIII. Recreation - Religion		pp. 100
1. Recreation		pp. 75
(a) Ballfield	10	
(b) Bowling Alley	5	
(c) Dance Hall	5	
(d) Movie Theatre	10	
(e) Pool Room	5	
(f) Fraternal Order	5	
(g) Public Hall	5	
(h) Boy Scouts	5	
(i) Girl Scouts	5	
(j) Playground	10	
(k) Other	5	
(l) Musical Club	5	
2. Religion		pp. 25
Church	25	

3 churches — 25

nothing else here

have movie, lodge hall, pool room at next camp. or go in to Cartwright, but are not welcome there 15

40

Mr Benton Morris
Bookkeeper
Doctor
Tenants

District Elkhorn field N. E. Ky. Agent Carolyn E. Allen

Field No. 1 Date May 14, 1923

Serial No 33 ~~#13~~ Rating Camp

Location

A. General Information

1. Company McKinney Steel Co.

2. General Office Cleveland O.

3. Mine Wolf Pit Perry-Paine Bldg

4. Address Wolf Pit, Ky

5. No. Empl. Total 400 In 275 Out 125

6. Pop. Actual Estimated 1000

7. Prev. Nat. Amer. (35 negro families

8. Age of mine 1918 (5 yrs) probable life 30 yrs

9. No. of houses: Tot. 130 D. 123 S. 0 B. 7 O. 0

10. Rents: Per room: R $2.125 for entire camp

Per house: R $17.00 R " "

Presumably houses are 17.00 or 2.125 rooms → double

11. Charge for water no

12. Charge for light no

13. Charge for coal no; charge $1.00 per load for delivery as needed

14. Climate

15 Nearest town Kellier Dist. 8 mi — pop. 1884

16 " " of 2500 plus Pikeville Dist.

B. Location pp. 100 rating	42.5	
1. Site and drainage	18.5	pp. 35
2. Space	15	pp. 35
3. Intercourse with other communities	9	pp. 30
		100

C. Camp pp. 100 rating	80.25	
1. Housing	13.68	pp. 19
2. Water supply & distribution	22.50	pp. 25
3. Sewage & waste disposal	15.39	pp. 19
4. Camp Upkeep	3.92	pp. 8
5. Food and merchandise supply	8.75	pp. 10
6. Medical & health provision	6.32	pp. 8
7. Educational provision	5.19	pp. 6
8. Recreational provision	4.50	pp. 5
		100

80.25

1. 72 x 19
2. 90 x 25
3. 81 x 19
4. 49 x 8
5. 87.5 x 10
6. 79 x 8
7. 86.5 x 6
8. 90 x 5

L. C. Campbell,
Gen. Supt.

Best possible use made of space available for housing but size of camp made it necessary to crowd houses considerably.

Rating 15

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
✓(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:
Two local trains daily each way between camp & Pikeville. One thru train one mile distant between Elkhorn & Ashland.

Very poor county road impassable in bad weather, difficult at all times. Bus meets trains

Rating 9

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

narrow valley bottom penned in by hills on all sides. Naturally poor drainage assisted somewhat by sandy soil and a stream running thro property.

Rating 185

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction P.P. 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not sealing) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)
(In south do not lower rating because of post foundation or single floors)

B. Houses of wood frame, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ~~ceiling~~ sealing or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-~~25~~ 20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ~~ceiling~~ sealing or plaster tight single or double floors, slate or composition shingle roofs, solid foundation or cellar 20-25-~~35~~
(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points)

Houses of uniform construction?
2 story, double, wood, W & Un* siding. plastered, double walls, double floors, flex stone asbestos roof, concrete posts, boarded foundation, front & rear porches, peaked roof
Good houses
*Weatherboard

Rating 25

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poor ,access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

About 20 tenements located very close to tipple, saw mill, engine house etc. Bad drainage 40 tenements on steep incline very difficult access. Good drain. Balance of tenements located more advantageously, on level ground.

20 + 2.0
40 — 3.2
206 — 7.0

Rating 6

2. Space pp. 10

(a) Houses placed close together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Houses 15 ft apart, uniformly
Streets 20 ft wide
Rear of houses 30 ft apart

Rating 6

4. Equipment pp ~~35~~ 30

Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside	(no sink ~~1-5~~	4	0
	(with " ~~6-10~~	9	
(b) Light	(window ~~0-6~~	5	9
	(electric ~~0-4~~	4	
(c) Plumbing	(bath tub ~~0-4~~	3	0
	(water closet ~~0-3~~	3	
(d) Screens ~~0-5~~		3	-1
(e) Furnace ~~0-3~~		2	0
(f) Coal shed ~~0-2~~		1	1

Rating 11

Rating_____

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Entire supply from 2 driven wells, located on high ground with huge water tanks. From due appearances thoroughly good environment?

S = dr w,
R = 1-6

Rating 65

5. Repair pp. ~~30~~ 25

Describe actual condition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	~~4~~	3	3
Inside wall condition	~~3~~	2	2
Leaks	~~9~~	8	8
Breaks	~~9~~	8	8
Other disrepair	~~5~~	4	3

Houses modern, built in 1917; thoroughly over painted. Walls, many of them painted. No appearance of leaks or breaks of any kind.

Rating 24

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation or efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy Vaults
  1. Rigidly fly proof 28
  2. Open seat, closed back and sides, according to depth, etc. 14-21
  3. Open seat and sides according to fly exposure 0-17.5
(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

Privies of sani-septic type, excellent in construction, provided with ventilator, seat & good door.

Rating 31

Summary of S. & P. Ratings

(a) 65

Final Ratings 65

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution: Pumps adj. to houses, about six tenements to each supply point, from 10 – 60 ft distant, same for 40 tenements on hillside where distance was slightly greater & access less easy

Rating 25

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

due to limitation of space privies were objectionably close in a percentage about 8 ft from house nearly all 12 ft from house, privies in straight rows in center of space at rear of houses. Unfortunate handicap to Camp

Rating 2

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Every tenement had private privy

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

75% were cared for
other 25% varying
from very dirty to
poorly cared for, but due
entirely to the indi-
vidual family.

3/4 22 = 66
1/4 10 10
4 | 176
19

Rating ~~24~~ 19

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
✓(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

All rubbish & trash systematically collected

Rating 10

5. Disposal of garbage pp. 10

✓ (a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.
Galvanized containers tight-fitting covers, regular collection, about 3 times a week.
No garbage about premises

Rating 10

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
✓ (c) Thrown out an adjacent ground or open drains through camp 0-5

Water thrown out gutters received water carrying it to stream

Rating 5

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
✓(c) Plank or concrete or hard cinder walk to house 11-15

Concrete walk on one side of street for major part of camp

Rating 11

4. Street Lights: pp 10

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Camp completely lighted - 400 watts
No porch lights

Rating 10

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:
Roads poor but gutters at side; deep mud & ruts in bad weather Hillside houses reached under deffi-culty

Rating 14

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:
~~No fencing but due to lay out not needed~~.
None

Rating ~~8~~ 5

Rated 5 because of general conditions

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) ~~No~~ 2 or more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55
(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent stores being adjacent or at varying distances from the camp; rate according to distance of ind. stores. 41-55
(Apply note under (a) to this section also)

(d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available.

(e) Home produced poultry and eggs. 0-1.5
(rate as above)

(f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available.

Excellent Co. store, large supply (including furniture) No other stores equal to or approaching Co. store. Milk not carried in Co. store but in numerous building.
Practically no gardens cows or chickens
1 other store quite complete for food - exc. milk

Rating [redacted] 55

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Yards very small
no attempt at grass
or flowers - barren
appearance

Rating 3

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

No attempt to make
particularly attractive
& rear porches used
for general household
purposes, but without
a general upkeep was
noticeable

Rating 6

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40

✓(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10

In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Co. doctor on salary devoting full time to camps
Camp charged 1.00 per mo. single, 1.50 married

Rating 40

2. Hospital pp. 15

(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

(Hospital at Pikeville not yet completed)
Ashland nearest in point of time - over 100 miles

Rating 1

2. Food protection pp.15

(a) Refrigeration 0-7.5 ✓
(b) Dust and fly protection 0-7.5 ✓

First rate refrigeration plant for meats & fresh vegetables + clean cool cellar for vegetables. 7.5
Considerable meat on counters but did not have appearance of long standing. General store clean & protected.
Rating 13

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
✓ (b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Not 1 fair-sized store, limited stock, in addition to Co. store, which carries very large stock
Rating 19.5

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Complete first aid + trained crew

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-8
(c) For women and children 9-10

Rating 8

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5 ✓

~~At Pibemiee~~ At Hellin, Convenient train connection, over 5 mi.

Rating 5

4. Nurse pp. 15
(a) Trained nurse in camp 11-15 —
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Trained nurse in camp - full time

Rating 15

VII. Education pp. 100

1. Schools provided pp. 40
(a) Schools with 1-8 grades to accommodate all children, and high school accessible 31-40
(b) With no high school 21-30
(c) None, or schools insufficient to accomodate all children, according to proportion taken care of, 0-20

Rating_____

2. Provision for teachers housing pp. 10
(a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6-10
(b) No. boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5
Describe:

Teachers well provided for at girls club house.

Rating 10

VII Education pp. 100

1-A Grade schools (1-8) pp. 45

(a) In camp or within easy walk, less than 1/2 mi. 40-45

(b) 1/2 to 3 mi. away - Free transportation 35-40
No trans. 25-35

(c) Over 3 mi. - Free trans. 25-35
No trans. 0-25

Rate off 5 points if one teacher has to teach more than one grade. Rate off 5 points if grades go only to 6th.

6 teachers - white schools
1 " - colored "

Rating 43

1-B High school pp. 20

(a) In camp or within 1/2 mi. 20

(b) 1/2 to 3 mi. Free trans. 20
Train or trolley 18
No trans. 15

(c) Over 3 mi. Free trans. 18
Train or trolley 15
No trans. 0-14

all grade schools ~~have of~~ graduates have opportunity of attending Pikeville College board & tuition paid. Student pays for books & transportation

Rating 20

VIII. Recreation pp. 100

Church	25
(a) Ballfield	10
~~(b) Ball team~~	~~5~~
(c) Bowling alley	5
(d) Dance Hall	5
(e) Movie Theatre	10
(f) Pool Room	5
(g) Fraternal Order	5
~~(h) Union Hall~~	~~5~~
(i) Public Hall	5
~~(j) Church Clubs~~	~~10~~
(k) Boy Scouts	5
(l) Girl Scouts	5
(m) Playground (3)	10
~~(n) Y. M. C. A. Sec.~~	~~5~~
(o) Other	5
(p) Musical Club	5
Band & orchestra	
(q) Tennis	
(r) Basketball	5

Rating 90

L. C. Campbell, Gen. Supt

30 ~ 1

3. Building and equipment pp 25

(a) Building (old type 1 rm. school to modern bldg.) 0-5 5

(b) Repair (Describe) 0-3 2.5

(c) Water (inside, outside & distance, source) 0-3 1

(d) Toilets (flush closets, privies, condition) 0-3 0

(e) Heat (furnace, stove) 0-2 2

(f) Ventilators (system, window boards, none) 0-3 0

(g) Free books 0-3 0

✓(h) Medical Inspection 0-3 3

Describe building and equipment:

Three schools for white children
one school for colored
2 double houses have been
converted into schools and
the third consists of 1 story
2-room C & W siding & win-
dows each room 2 simple
coat rooms, with windows in
each. Reached by small
bridge over stream.
All 3 bldg in good repair
2-room bldg steam heated
others stoves
Colored sch. about 22 by 48; 20
windows; no water; no venti-
lators

Rating 13.5

Privies dirty & somewhat
battered
Medical insp. by Dr. Dunlap &
Co. Nurse
Co. plans new bldg to be ready by
fall

B. Location pp. 100 rating	77	
1. Site and drainage	25	pp. 35
2. Space	34	pp. 35
3. Intercourse with other communities	18	pp. 30
		100

C. Camp pp. 100 rating	77.39	
1. Housing	1448	pp. 19
2. Water supply & distribution	2250	pp. 25
3. Sewage & waste disposal	1596	pp. 19
4. Camp Upkeep	320	pp. 8
5. Food and merchandise supply	930	pp. 10
6. Medical & health provision	584	pp. 8
7. Educational provision	486	pp. 6
8. Recreational provision	125	pp. 5
	7739	100

1 76.2 x 19
2 90.0 x 25
3 84.0 x 19
4 40.0 x 8
5 93.0 x 10
6 73.0 x 8
7 81.0 x 6
8 25.0 x 5

Coal #14

District Northern Ky. Agent G. H. Van Wagner

Field No. 15 Date May 14, 1923

Series 5 No. ~~31~~ ~~275~~ Rating Camp _____
Location _____

A. General Information

1. Company Pike-Floyd Coal Co.

2. General Office Columbus. O.

3. Mine Pike Floyd 1-2-3

4. Address Betsy Layne

5. No. Empl. Total 250 In 140 Out 110

6. Pop. Actual —— Estimated 500

7. Prev. Nat. American 1/5 colored

8. Age of mine 1 1/2 yrs. probable life 25

9. No. of houses: Tot. 150 D. 0 S. 149 B. 1 O. —

10. Rents: Per room: P 2.00 R $8.00 - $10.00
Per house: P _____ R _____

11. Charge for water —

12. Charge for light 25¢ light

13. Charge for coal 10¢ bushel 2.50 ton

14. Climate

nearest town Pikeville 12 mi 2110 pop
nearest town over 2500 Pikeville 12 mi.

There is sufficient space on any side of any house for buildings. Some houses have sufficient space for a small truck garden. Others not so much but all have more than just sufficient space for buildings. Many houses have yards containing shrubs and small trees. Houses are painted a variety of colors making the camp, lying in between the mountains, very attractive. 10 houses are not so well located

Rating 34

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: Small village of Betsy Layne 1 mi where Chesapeake and Elkhorn R.R. station is located. Three trains each way daily. Motor runs from camp to Betsy Layne most any time after supplies & to carry people and baggage. Roads not very good but road impassable in winter. No road to Betsy Layne

Rating 18

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Camp is situated in four valleys adjacent to each other. Small brooks flowing thru each valley afford excellent system for drainage. Valleys are wide and long enough to give sufficient housing space without crowding into undesirable locations. Easy access to and from each section or valley. None of the valleys extend so far back that any group of houses would be isolated from the main center.

Rating 25

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

3. Construction PP. 25

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not sealing) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)
(In south do not lower rating because of post foundation or single floors)

B. Houses of wood frame, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-~~35~~ 20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster tight single or double floors, slate or composition shingle roofs, solid foundation or cellar. 20 25-~~35~~
(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points)

20 houses are wood sheathed and weather boarded. The balance, 130, are weather boarded and plastered. All have double floors, Tin roofs Brick post foundation.
Eleven of the 20 houses mentioned first were built when camp first started and altho built

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poor ,access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Streams flowing thru each section of camp afford excellent drainage. Drainage good. Environment better than good.

Rating 10

2. Space pp. 10

(a) Houses placed close together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

All homes have sufficient space for yards or gardens, air light and privacy. Over 30 ft spacing

Rating 10

4. Equipment pp ~~35~~ 30

Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink	~~1-5~~	4	—
(with "	~~6-10~~	9	—
(b) Light (window	~~0-6~~	5	5
(electric	~~0-4~~	4	4
(c) Plumbing (bath tub	~~0-4~~	3	—
(water closet	~~0-3~~	3	—
(d) Screens	~~0-3~~	3	~~3~~ 5 X
(e) Furnace	~~0-3~~	2	—
(f) Coal shed	~~0-2~~	1	—
			~~10.5~~

No water inside
Plenty window and electric light.
no plumbing.
Some screens?
no furnace
no coal shed.

9 WZG

RATING ~~10.5~~

staply or not in accord with rest of camp. Instead of being painted they were creosoted and painted afterward in solid color.

The rest of the houses are painted various colors and strike a fine contrast to the surroundings, not only making the camp looks attractive, but at the same time lending towards making a more satisfied community, and giving each dweller something to stimulate that lazy desire to let things go, into a desire to keep everything in good condition and healthful.

No. Houses	%	
81 X	15	= 165
94	20	= 180
130 X	23	= 2990
150		3335%

150) 3335.0% (22,2%
300
335
29
350

Rating 22,2

note. Two men inspect houses monthly. Any disorderly or unclean person is ordered to keep clean or get out.

II. Water Supply: pp. 100 rating_____
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

no danger surface drainage
all wells cemented and
casing above so no danger
of back flow thru casing

S = dr sw
R = 1 - 4

Rating 65

5. Repair pp. ~~30~~ 25

Describe actual condition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	~~4~~	3	3
Inside wall condition	~~3~~	2	2
Leaks	~~9~~	8	8
Breaks	~~9~~	8	8
Other disrepair	5	4	4
			25

Paint practically new
Inside wall condition. Plaster
firm, wood sheathing, no breakage.
no leaks. no breaks. no
disrepair. Everything kept
up

Rating 25

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

Rating_____

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

Rating_____

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

rating_____

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

none

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

None

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

None

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy Vaults
  1. Rigidly fly proof 28
  2. Open seat, closed back and sides, according to depth, etc. 14-21
  3. Open seat and sides according to fly exposure 0-17-5
(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

All septic tanks. Pipe extends 40 ft in ground. Process of evaporation. Toilets inspected weekly and two pails of water placed in each weekly. Man paid to inspect once weekly

Rating 31

Summary of S. & P. Ratings

Final Ratings 65

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

one well to every four houses

Rating ~~18~~ 25
WHH

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

(b) applies here

Rating 5

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

(c) applies

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Septic tanks good working condition. No odor at all disinfectant used freely.

Rating 25

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

No receptacle - placed. No trash lying around. Hauled away if placed outside in one place or in receptacles

Rating ~~10~~ 8 (47)

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.

No evidences of garbage about
No receptacles. Hauled away
if tenants place it in boxes
or barrels

Rating 6

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5

(c) applies. Just thrown
out. No open drains. No
wet spots or water standing
around.

Rating ~~6~~ 4

WEG

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

none

Rating 0

4. Street Lights:

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Some street lights some porch lights. Not consistent

Rating 6

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

flat road. Small stream crosses road occasionally

Rating 5

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Fences some cases very good. Eventually fences in all parts. All desirey gardens are fenced

Rating 12

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) No more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55
(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent stores being adjacent or at varying distances from the camp; rate according to distance of ind. stores. 41-55
(Apply note under (a) to this section also)

(d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available.

(e) Home produced poultry and eggs. 0-1.5
(rate as above)

(f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available.

Stores at Betsy Bayne about 1 mi.
no fresh milk carried in co. store.

Rating 54

(d) = 2
(e) = 1.5
(F) = 0.5
4

50 for stores
4 for (d)(e)(F)
54

Some have cows. No stables but pasturage is plentiful

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

(c) applies except very few instances especially in the one valley where there is space enough for yard but it is utilized as garden not space enough for both.

Rating 9

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

Camp laid out in excellent manner as regards attractiveness. In different location would, of course, make the same care show up better.

Rating 8

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Dr in camp. Private Office in camp
Doctor acts as Health Officer in camp and reports any one in camp who is dirty a unclean in any way. $7.00 no single $1.50 marriage

Rating 40

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Hosp at Preston 14 mi. Train service. No good roads. Contract building hosp. in camp in short time

Rating 8

2. Food protection pp.15

(a) Refrigeration 0-7.5
(b) Dust and fly protection 0-7.5

Refrigerator excellent
Cakes etc. well protected

Rating 15

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Co. Store carries full line of goods and has separate depts. for ladies apparell. Other stores adj but do not carry as good a line of stock as Co. store

Rating 24

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

trained crews and first aid house at mine entrance with full equipment

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-8
(c) For women and children 9-10

Excellent Wash house over 200 ft long and 40 ft wide. At least twenty showers. Bathroom accommodations. Baskets instead of lockers.

Rating 8

3. Dentist pp. 10
(a) In camp ot within 5 miles 6-10
(b) 5 miles or more away 0-5

At Betsy Layne

Rating 7

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

None nearer than outside town. Pikeville or Prestonsburg 12 and 14 mi.

Rating 0

VII. Education pp. 100

1. Schools provided pp. 40
(a) Schools with 1-8 grades to accommodate all children, and high school accessible 31-40
(b) With no high school 21-30
(c) None, or schools insufficient to accomodate all children, according to proportion taken care of, 0-20

High school is not accessible at present time but Co. intends having H.S. there. Co has been there only 1 1/2 yrs.

Rating ~~30~~

2. Provision for teachers housing pp. 10
(a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6-10
(b) No. boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5
Describe:

Comfortable boarding place provided at camp or excellent Club house. Choice.

Rating 10

VII Education pp. 100

1-A Grade schools (1-8) pp. 45
(a) In camp or within easy walk,
less than 1/2 mi. 40-45
(b) 1/2 to 3 mi. away - Free transportation 35-40
No trans. ~~XXXX~~ 25-35
(c) Over 3 mi. - Free trans. 25-35
No trans. 0-25

Rate off 5 points if one teacher has to teach more than one grade. Rate off 5 points if grades go only to 6th.

Grades 1-8. 2 T. 71 P. Co. hires and pays teachers and owns schools. Pay head teacher white school $25 mo. seat $5. Colored school. 1 T 40 P. pay teacher $25 mo.

Rating 40

1-B High school pp. 20
(a) In camp or within 1/2 mi. 20
(b) 1/2 to 3 mi. Free trans. 20
Train or trolley 18
No trans. 15
(c) Over 3 mi. Free trans. ~~15~~ 18
Train or trolley 15
No trans. 0-14

no. Trans. Co. contemplates having own high school. Are building 2 extra rooms at white school this summer.

Rating 15

VIII. Recreation pp. 100

church	25 ~~15~~
(a) Ballfield	10
~~(b) Ball team~~	~~5~~
(c) Bowling alley	5
(d) Dance Hall	5
(e) Movie Theatre	10
(f) Pool Room	5
(g) Fraternal Order	5
~~(h) Union Hall~~	~~5~~
(i) Public Hall	5
~~(j) Church Clubs~~	~~10~~
(k) Boy Scouts	5
(l) Girl Scouts	5
(m) Playground	10
~~(n) Y. M. C. A. Sec.~~	~~5~~
(o) Other Radio	5 ~~5~~
(p) Musical Club Band	5 ~~5~~

Church held in schools two or three times Sunday. 3 denominations. 89 in Sunday school last Sunday night

Observed. 5 preachers in camp. Will build recreation building soon containing (c)(d)(e)(f)(i). Girl and Boy Scouts of children work.

Rating 25

30 31

3. Building and equipment pp 25

(a) Building (old type 1 rm. school to modern bldg.) 0-5 6

(b) Repair (Describe) 0-3 3

(c) Water (inside, outside & distance, source) 0-3 2

(d) Toilets (flush closets, privies, condition) 0-3 2

(e) Heat (furnace, stove) 0-2 1

(f) Ventilators (system, window boards, none) 0-3 0

(g) Free books 0-3 0

(h) Medical Inspection 0-3 3

Describe building and equipment:

(a) Colored School 1 R Weatherboarded and wood shingled. Piano. White school 2 room Weatherboarded and plastered. Piano. new schools.

(b) Repair.

(c) outside drilled well. 20 ft.

(d) septic Tanks. excellent cond.

(e) Stove

(f) none

(g) Paid.

(h) Dr. inspects regularly.

Company has equipment on hand to put in steam heat and will do so this summer

Rating 16

L-C 30

COAL MINING COMMUNITIES

SCHEDULE C

B. Location pp. 100 rating 48.

1. Site and drainage	17.5	pp. 35
2. Space	17.5	pp. 35
3. Intercourse with other communities	10	pp. 30
	48.0	100

C. Camp pp. 100 rating ~~54.5~~ 54.48

1. Housing	57.5	pp. 19
2. Water supply & distribution	55.0	pp. 25
3. Sewage & waste disposal	57.8	pp. 19
4. Camp Upkeep	32.3	pp. 8
5. Food and merchandise supply	62.3	pp. 10
6. Medical & health provision	65.0	pp. 8
7. Educational provision	52.0	pp. 6
8. Recreational provision	38.0	pp. 5
		100

1. 19 X 57.5	1092.5
2. 25 X 55	1375.
3. 19 x 57.8	1098.2
4. 8 X 32.3	258.4
5. 10 X ~~62.3~~	~~623.0~~
	520.
6. 8 x 65	
	312
7. 6 X 52	
	190
8. 5 x 38	
	5448.8

District N.E. Ky 13 Agent J W Valentine

Field No. 270 Date 11 May 23

Serial No. ~~26~~ 202 Rating Camp 54.48

Location

~~247~~ ~~247~~ 246

A. General Information

1. Company Elkhorn Shelby Coal Co

2. General Office Huntingdon W. Va

3. Mine Caney ✓

4. Address Caney Siding

5. No. Empl. Total 90 In 60 Out 30

6. Pop. Actual — Estimated 260

7. Prev. Nat. 58 Am White Negroes 40% 2% European

8. Age of mine 9 yr probable life 30 yrs

9. No. of houses: Tot. 57 D. 0 S. 56 B. 1 O. 0

10. Rents: Per room: P B&B 1.50 B. 1.00 R

Per house: P 6 R

6 & 73 rm rest 4. 34 B&B

11. Charge for water none

12. Charge for light none

13. Charge for coal 1.50 a mo. 75¢ for hauling
12 mos. unlimited

14. Climate

16. Nearest town 2500+ Pikeville ~~20~~ 16 mi

5 " " Shelby hardly anything but a RR just P.O. & one or two stores 7 1/2 mi

1920 Census pop. 2110

~~about 1/3 of the houses are too than 15 ft apart~~. The newer houses haven't much space as the level area is not large enough to permit much land about each house. Some few have adequate space - one or two large yards. In the hollow space is limited very much by contour of land

Rating ~~20~~ 17.5

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe: Have two afternoon trains south & Jenkins & two morning trains north to Pikesville. Use latter, 38 mi away. Next camp 1 3/4 miles. Go there for movies. Walk Road very bad dirt - usable only in summer. Not much outside intercourse.

Rating 10

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Fairly wide valley with level space above creek affording very good site tho' drainage is only fair. About half the houses are here. The rest are "up the hollow" on the steep sides of the hills with a little trickling creek between. A few along the R. R tracks on a narrow level strip. Water in creek, when high comes up under best houses.

50 % 20
50 % 10

Rating 17.5

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15.
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

15
20 25
25
43.50
14
57.5

pp 25

3. Construction

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not sealing) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)
(In south do not lower rating because of post foundation or single floors)

B. Houses of wood frame, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ~~ceiling~~ seal or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-~~15~~ 20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ~~ceiling~~ seal or plaster tight single or double floors, slate or composition shingle roofs, solid foundation or cellar 20-25-~~35~~
(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points)

Major sealed.
6 plastered
all double floors

all paper roof
no cellars, open foundations
half board & battin & half clap boards over paper sheathing, sealed inside.

There are two group of houses, the old houses of very cheap construction B.O.P., and the newer houses

C. Camp pp. 100 Rating ~~57~~

1. Housing rating 57.5 pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poor ,access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

50% 8
50% 6

One large group on level plateau just above river - looking across river & to mt - very good location but so level & doesn't ~~always~~ drain readily. Rest right on RR. track or on steep hillsides up hollow. Dr said creek rose once & came up nearly to floor of houses. all underneath them.

Rating 7

2. Space pp. 10

(a) Houses placed close together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

3/5 = 5

About ten houses fenced with wire grass yards; rest are in 3 rows no dividing lines & some less than 15 ft apart but the hollow space ample but little garden land

Rating 7

4. Equipment pp ~~35~~ 30

Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink ~~1-5~~ 4 — 0
(with " ~~6-10~~ 9 — 0
(b) Light (window) ~~0-6~~ 5 — 4
(electric ~~0-4~~ 4 — 4 all have
(c) Plumbing (bath tub ~~0-4~~ 3 — 0
(water closet ~~0-3~~ 3 — 0
(d) Screens ~~0-3~~ 3 — 0
(e) Furnace ~~0-3~~ 2 — 0
(f) Coal shed ~~0-3~~ 1 — .25

(a) 40 × 9 (360)
50 × 0

not all have coal sheds, not rec 25-½

The old houses up the hollow, have, many of them, an insufficient no. of window, often only one in a room with 3 outside walls

Rating 8.25

built by the present company. The old houses are very cheap & poor construction the newer ones quite good.

50% old @ 12
50% newer @ 18

Rating 15

II. Water Supply: pp. 100 rating 55
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage.

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

Drinking water from 5 drilled wells 45 - 180 ft + 3 dug wells

Creek water piped to tank on hill then to hydrants, 1 ~~library & house~~ hydrant ~~now~~ in front 19 ~~[illegible]~~

Sulphur - iron found in coal rein Stop wells before they get to that depth. Tenants reported water from drilled wells used only if nothing else could be obtained as it tasted & cooked "rusty" & discolored utensils. The driven wells were cased, no surface drainage was apparent. Used by preference dug well at Supts. house, or at back of camp. One dug well not used to drink. reported "bad" by tenants

Estimate 1/2 use drilled well

58% 62

S = [illegible]

R = 1-16

Rating_____

5. Repair pp. ~~30~~ 25

Describe actual condition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

Paint	~~4~~	3	1.75
Inside wall condition	~~3~~	2	1.50
Leaks	~~9~~	8	8.00
Breaks	~~9~~	8	7.00
Other disrepair	~~5~~	4	2.00

Old houses no paint, are white washed; others painted in fairly good condition

Walls pretty good, this very dirty in some houses

Leaks & breaks were not observed or reported, tenants said repair was well kept up. Half the houses, nearly were so old they were rather delapidated.

Rating 20.25

Rating_____

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

One spring used by closed hope up the hollow. It was just above creek which overflows into it when high. No protection at all. Springs on farms above it some distance

20%

Rating 15

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

9 dug wells, loose stone, no curbing loose board box about them all surface wash pan in water hauled by windlass & pail; one goes dry in summer.

Estimate 30% use dug wells

30%

Rating 20

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

None

50 x 62 3100
30 x 20 600
20 x 15 = 300
4000

rating 40

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation ~~of~~ or efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

water from stream lifted to central tank, & distributed through a pipe for washing; only one tap - other broken Dr said occasionally someone might drink it but it was not good.

III. Sewage & Waste Disposal pp. 100 57.8

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
21 (c) Cesspools & Septic tanks 28-31
18 (d) Privy Vaults
5 1. Rigidly fly proof 28
3.3 2. Open seat, closed back and sides, according to depth, etc. 14-21
2 3. Open seat and sides according to fly exposure 0-17.5
4
4.5
578
(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

32 (includes a few official) have outside closets with septic tanks. Work well - clean out about every six months - Rest have dug vault - oldest not lined vault are - Are of flimsy construction, in no way fly proof. Septic closets have open seat - All exposed to flies, some practically open at back. 50% 28
50% 14

Rating 21

Summary of S. & P. Ratings

50 %	62	3100
30 %	20	600
20 %	15	300
		4000

Final Ratings 40.

2. Distribution: pp. 35
One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:
~~One hydrant to every 4 houses~~.
4 ~~8~~ dr. well & 3 dug & 1 spring & 1 hy. supply camp but are so distributed that there are from 8-14 houses to a point and points are considerably distance away. Over 20 houses in hollow have 1 dr. well but use spring for drinking & creek for washing. 3 have 1 dug & 1 dr well (see reverse of this page

Rating 15

1 additional well reported could not be found or heard of anywhere.

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

Usually septic closets well located, convenient but not too close to house. In a few instances very objectionably close. Privies for colored tenants up very steep hillside, sometimes one across a creek

50% 4 200
40% 3 120
10% 1 10
330

Rating 3.3

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

Each family has its own privy tho' often two are built in one building

Rating 5

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

Privies having septic tanks much better built but many in ~~poor~~ condition dirty smelly part of seat broken or board off. Cleaned every six mos. (about?)

Other privies fairly good repair but built with widest of cracks.* ~~done sometimes [illegible] or towards [illegible]~~ White washed

50% 18
50% 18
36

Rating 18

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

No regular intervals for collecting trash but at least once every 4 mos about the best part of camp. Up the hollow not done & it is very untidy creek full of tin cans etc.

50% 7
50% 2

Rating 4.5

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.
Garbage cans are just ready to be distributed free - will collect as often as needed probably twice a wk. Heretofore have thrown in back yard or road - not seen about to any extent. Some fed to pigs.

Rating 2

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out on adjacent ground or open drains through camp 0-5
Throw out - ground is rather heavy clay & some parts doesn't drain readily, tho most places does.

Rating 4

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

hard cinder path from office to supt's house by a few of the houses & boarding house 1/5 15
4/5 0

Rating 3

4. Street Lights: PP 10

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:
7 ne porch lights 56 watt on all houses. Are told if they keep porch lights burning others will be free Replace bulbs & buy their own, & they buy their own fuses. Can use detrimal appliances free. Flood light at office

Rating 6

IV. Camp Upkeep pp. 100 32.3

1. Streets pp. 35

8 (a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
4.3 (b) Roads laid but with some attempt at surfacing
3 and drainage at side 10-20
6 (c) Roads hard surfaced with gutters and curbing
4.6 usable at all times 20-35
6.4 (hard-packed cinders may be considered hard
surface)
32.3 Describe:

Almost no roads. One cart road winds up to school - road behind best houses R.R. & cinder path in front Between best houses just dirt road. Public road thru here very bad,

Rating 8

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:
About seven or eight houses very well fenced. These right next to office & in front, the ones that first catch the eye. No others fenced

Rating 4.3

1/6 20
5/6 0
6 26

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) ~~No~~ Large more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55 35.
(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent stores being adjacent or at varying distances from the camp; rate according to distance of ind. stores. 41-55
(Apply note under (a) to this section also)

.40 (d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available.

.17 (e) Home produced poultry and eggs. 0-1.5
(rate as above)

.70 (f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available.

1.32

2 independent gen'l stores 1/4 mile above - don't sell meat or milk or many fresh veg. Co. store doesn't sell milk - limited meat veg in season

More than 50% have chickens -

Rating 36.3

Can rent land for gardens from farmers - pay about $15. a half acre hillside + bottom. 20-25% have gardens mostly on own or co land - no charge. Abt 1/5 % have cows. Free pasture fenced in. Can also buy from farmers 1/4 mile away.

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

about 10 houses have nice grass yards
Rest have no special yard, no separation. Small patch of land used by 4 houses as veg. garden.
1/5 × 7
4/5 4

Rating 4.6

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

3/5 - 8 = 24 Part just by office very neat & attractive
2/5 4 8/32 as one gets away from this section it becomes less attractive & less neat & up the hollow is untidy

Rating 6.4

VI. Medical and Health Provisions pp. 100 - 65

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.

Resident doctor looks after this & 2 other camps. Men pay 1.50 if married 75¢ single. Dr said he "did not bother with the colored people" in taking of water used.

Rating 36

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8

Rose Jenkins, hospital of Consol Coal Co. 20 miles .. 2 trains down there, both in P.M. If accident occurs before afternoon have to wait or get hand car.

Rating 8

2. Food protection pp.15

(a) Refrigeration 0-7.5
(b) Dust and fly protection 0-7.5

(a) have only a small family refrigerator - don't keep any supply of meat or perishable food. Meat is exposed to warmth or flies when on sale.
Small glass case for bread. Dried fruit, some cookies, & candy exposed to dust & flies. Store in general neat & rating 8.

(a) 7.
(b) 4.

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

Only 2 small general stores besides Co. store. Latter carries dry goods & a small stock of clothes & house furnishing. Nearest town for shopping is Pikeville 30 miles away.

Rating 16

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Regular outfit inside or outside.
Twenty men trained

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-18
(c) For women and children 9-10

None now; are going to put one in. Used to be a state law but was declared unconstitutional

Rating 0

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Pilseville - 30 miles - County seat - 2 trains daily each way
~~Dr a dentist at Hd~~

Rating 3

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

2 County nurses give examination of school children, do follow up work, Hold baby clinics, give prenatal care, clinics once a month. Had first one yesterday. Doctor works with them - Don't do any other nursing.

Rating 8

VII. Education pp. 100

1. Schools provided pp. 40
(a) Schools with 1-8 grades to accommodate all children, and high school accessible 31-40
(b) With no high school 21-30
(c) None, or schools insufficient to accomodate all children, according to proportion taken care of, 0-20

Rating_____

2. Provision for teachers housing pp. 10
(a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6-10
(b) No. boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5
Describe:

Teacher which lives in boarding house ~~colored in private family~~.
A comfortable enough boarding house but no recreation offered

Rating 8

15
8
3
2 4/5 52

VII Education pp. 100
52

1-A Grade schools (1-8) pp. 45
(a) In camp or within easy walk, less than 1/2 mi. 40-45
(b) 1/2 to 3 mi. away - Free transportation 35-40
No transportation 25-35
(c) Over 3 mi. - Free transportation 25-35
No transportation 0-25

Rate off 5 points if one teacher has to teach more than one grade. Rate off 5 points if grades go only to 6th.

60% 40
40% 0

One for white none for colored in camp. Reg term 6 mos Co pays for 3 mos extra. ~~Both~~ Have 1-8 grades. 1 teacher ~~each school~~ 11 pupils in white school. Will open colored school next year in building just built. Didn't have enough colored children for district to put in sch Rating 24 (school for 3/5 pop only)

1-B High school pp. 20

(a) In camp or within 1/2 mi.		20
(b) 1/2 to 3 mi.	Free transportation	20
	Train or trolley	18
	No transportation	15
(c) Over 3 mi.	Free transportation	18
	Train or trolley	15
	No transportation	0-14

nearest high Pikesville. Have to go there & board - no transportation. Quite a few go there; called Pikeville College. Presbyterian Church maintains it. Tuition charge very reasonable for tuition & board

Rating 5

have colored church

VIII. Recreation pp. 100

Church	25	use School
(a) Ballfield	10	no reg pastor will have one every other Sunday
~~(b) Ball team~~	~~5~~	
(c) Bowling alley X	5	
(d) Dance Hall X	5	
(e) Movie Theatre X	10	
(f) Pool Room	5	
(g) Fraternal Order colored	5	
~~(h) Union Hall~~	~~5~~	
(i) Public Hall use school	5	
~~(j) Church Clubs~~	~~10~~	
(k) Boy Scouts X	5	
(l) Girl Scouts X	5	
(m) Playground X	10	
~~(n) Y. M. C. A. Sec.~~	~~5~~	
(o) Other local shows	5	
(p) Musical Club X	5	

Hunting.
Fishing.

Have movie at next camp 1¼ miles.
once a week - go down.
use school for occasional entertainments

(a) 10
(b) 05
(e) 3
(g) 2
(o) 5

col church 10
white 3

38

Rating 38

3. Building and equipment pp 25
(a) Building (old type 1 rm. school to modern bldg.) 0-5
(b) Repair (Describe) 0-3
(c) Water (inside, outside & distance, source) 0-3
(d) Toilets (flush closets, privies, condition) 0-3 Toilets
(e) Heat (furnace, stove) 0-2 both furnace
(f) Ventilators (system, window boards, none) 0-3
(g) Free books 0-3
(h) Medical Inspection 0-3

Describe building and equipment:

Company put up buildings - had to to get the white school. Owns it. School board furnished desks only.
white well 180 ft deep outside white sch
Privy vault - . No ventilation
Pd books - med insp by nurses
Good repair & condition well lighted one end only. Privies broken down & in bad condition 1 boys 1 girls
(a) 4 new building but no windows on 2 sides.
(b) 3
(c) 2 dr. well near by, deep & protected
(d) 1 outside privies doors off & boards broken.
(e) 2 furnace heat
(g) 0 Books pd
(h) 3 med inspect by Dr & 2 county nurses.

Rating 15

B. Location pp. 100 rating	30		
1. Site and drainage	13	pp.	35
2. Space	10	pp.	35
3. Intercourse with other communities	7	pp.	30
			100

C. Camp pp. 100 rating	76.5 ~~62.58~~		
1. Housing	14.25	pp.	19
2. Water supply & distribution	13.9	pp.	25
3. Sewage & waste disposal	15.01	pp.	19
4. Camp Upkeep	6.48	pp.	8
5. Food and merchandise supply	9.00	pp.	10
6. Medical & health provision	7.68	pp.	8
7. Educational provision	5.16	pp.	6
8. Recreational provision	5.00	pp.	5
			100

1. 75. x 19
2. 55 (treated)
3. 79 x 19
4. 81. x 8
5. 90. x 10
6. 96. x 8
7. 86. x 6
8. 100. x 5

~~62.68~~
13.9
76.5

District N. E. Ky. Agent Iris S. Wood

Field No. _____ Date 5-12-23

Serial No. 262 Rating Camp 76.50

56 Location 30

A. General Information

1. Company Consolidation Coal Co. - (treated water)

2. General Office New York.

3. Mine Elkhorn div. of Consolidation Coal Co.

4. Address Jenkins - Ky.

5. No. Empl. Total 1640 In 1640 Out ~~0~~

6. Pop. Actual 4723 (1920) Estimated _____

7. Prev. Nat. ~~85~~% col. - ~~85~~% for. born - ~~15~~ 60% Am. born.

8. Age of mine 11 probable life ~~30 yr. 40 yr~~ 40 yr

9. No. of houses: Tot. 1051 D. 406 S. 616 B. 12 shanties 0. 17

10. Rents: Per room: P 2.00 R 2.00 only
Per house: P 8.00 R 6 - 12.00

11. Charge for water none out - 1.00 inside sinks

12. Charge for light 25¢ per light - none for front foot

13. Charge for coal 24¢ mo. flat rate - 80¢ ton del

14. Climate

15. NEAREST TOWN Pikeville - pop 2110 DIST. 30

16. " " 2500 PLUS Ashland DIST. 20 m

17. UNION OR NON-UNION.

Hillsides chiefly on one side of stream. Space limited by increasing steepness of incline above and by rocky gorges of contributary streams.

Rating 10

3. Intercourse with other communities pp. 30
(a) No roads except RR. not over 1 train a day 0-5
(b) Roads impassable large part of year, limited train service at least two each way 6-10
(c) Poor to fair roads and train, trolley, or taxi service 11-20
(d) Good roads & train or trolley or jitney service 21-30

Describe:
Whitesburg. 18 mi. county seat.
Taxi to Norton. Va. - 18 mi.
Taxi daily goes over range to meet train from Jno. Gavin & Letcher down the big Sandy by the B&O branch to Ashland.
None of these roads hard surfaced near Jenkins but are further on - Impassable for few weeks in winter & difficult after rains.
R R down to Ashland & set. twice daily -
South - R.R. ends 3 mi. further - ~~nothing~~ no R.R. going C&O & Sv. from this point.

Rating 7

B. Location pp. 100
1. Site and drainage pp. 35
(a) Steep, rocky, thickly wooded hillsides or low marshy lands 0-10
(b) Hillsides or valley bottoms which would not ordinarily be considered normal building sites, according to drainage 11-20
(c) Open, level to hilly country or broad valleys offering normal and well drained building sites. 21-35. Describe:

Hillside slopes steep to moderate - Some wooded - others bare - few places rock strewn

Rating 13

2. Space pp. 35
(a) Hill or mountain tops or valleys so small or narrow that adequate space for houses is almost or quite impossible 0-15
(b) Locations offering sufficient to generous space for all necessary buildings 16-35
Describe:

p. 25

3. Construction

Describe prevailing and exceptional type of houses according, D topics a-g (a) Material (b) Outside Finish (c) Inside Finish (d) floors (e) roof (f) Foundation (g) Cellar. Apply rating, in general as follows:

A. Houses of wood frame, plain boards for outside, with board (not sealing) or paper finish inside, single floors, no cellar, paper roofs, post foundation not enclosed (0-10)

(In south do not lower rating because of post foundation or single floors)

B. Houses of wood frame, board and battin matched board, clapboards, or weather board outside, with no sheathing between frame and finish, and with ceiling or composition paper as inside finish, single floors, no cellar, post foundation, paper roof. 10-~~25~~ 20

C. Houses of wood frame with outside finish of weather board or clapboard over building paper or wood sheathing, inside finish best ceiling or plaster tight single or double floors, slate or composition shingle roofs, solid foundation or cellar. 20- 25-~~35~~

(In north give higher rating for double floors solid foundations, or cellars and for wood sheathing underneath outside finish. In south do not lower rating for each of these points)

(a) Material - Wood universal.

(b) Outside finish:- Great majority = weather board - very few board + battin and portables of tongue + groove.

(c) Inside finish - Usually papered over plaster - Sometimes paper over sheathing or beaver board over sheathing (rare)

Floors. All single, tongue + groove.

C. Camp pp. 100 Rating_____

1. Housing pp. 100

1. Site and drainage pp. 10

(a) Located where dnainage is poor ,access difficult, dump or coke ovens or tipple objectionably close 0-5

(b) Located where drainage is good, access and environment better than "a" or good 6-10

Excellent drainage - arrangement as regards mine, shops etc. excellent. Majority of houses up steep roads up which walking is an effort & automobile impossible in many places.

Rating 4

2. Space pp. 10

(a) Houses placed close together, less than 15 ft. apart and with streets and alleys close together 0-5

(b) Houses placed so that air, light, some degree of privacy, and space for yards or gardens are afforded. 6-10

Frequently very close to street but rarely less than 20 ft. apart - ~~sometimes~~ usually more. Streets never unduly close. Majority have good sized back gardens - Minority on steep, shallow lots, and close together.

Rating 7

4. Equipment pp ~~35~~ 30

Describe prevailing equipment and note exceptions; use following scale of points:

(a) Water inside (no sink	~~1-5~~	4	
(with "	~~0-10~~	9	4
(b) Light (window	~~0-6~~	5	5
(electric	~~0-4~~	4	4
(c) Plumbing (bath tub	~~0-4~~	3	0
(water closet	~~0-3~~	3	0
(d) Screens	~~0-3~~	3	1
(e) Furnace	~~0-3~~	2	0
(f) Coal shed	~~0-2~~	1	1
			15

(a) 40% - water inside houses - sink + sewer drain (1 or 2 exchange) ~~opening into ground (dry, outhouse, privy)~~

(c) No miners have bath tubs.
No flush toilets.

(d) Most homes screen for themselves, B.H are screened by Co.

(e) None -

(f) - always - same style as house.

(b) electric unusual 1 l. per room -
Windows always adequate

→ Statement of official - evidence in camp that the majority do not.

(e) Roof - always paper. ~~in good condition~~.

(f) Foundation (~~cellar~~) Great majority of cases boarded with rough perpendicular boards. Few stone & mortar solid. Few posts not filled in.

(g) Cellar - none - (space under houses sufficiently protected to use as storage for kindling etc -)

~~Chimneys~~

Front porch always - back one, very small, often covered -

Style of houses absolutely simple and unadorned. Eaves narrow - verandah railing & steps usually plain - often rough board steps.

(Paper under weather boarding - statement Mr Abbott & Mr. Hand)

Rooms in majority above average in size (no measurements taken or asked)

Rating 23

II. Water Supply: pp. 100 rating 87
1. Source and protection (See Instructions) pp.65

A. Ground Waters
(a) Driven wells, cased, drawing from deep strata protected from surface drainage

Good environment	61.5 - 65
Poor or suspicious	52 - 61.5

3 wells 150 - 200 ft - inside pumping houses - pumped for hydrants -

Several pumps from old drilled wells still in working order - Statements made that these were not used. Probable, as they are near hydrants of piped system.

Piped system from wells entirely supplies some parts of camp & is adequate (also piped) to supply others when spring (reservoir water) falls low in summer.

Water aerated -
1st tank settling & lime treatment
2nd tank " & filtered.

Analyzed once a yr. in own (Co) laboratory.

Rating 65

5. Repair pp. ~~30~~ 25

Describe actual condition of houses, terms of what exists, not in terms of "good", "fair", etc. Show and rate by following points:

		Rating
Paint	~~4~~ 3	3
Inside wall condition	~~3~~ 2	2
Leaks	~~9~~ 8	8
Breaks	~~9~~ 8	8
Other disrepair	~~5~~ 4	4

Paint - Uniform condition - Slight variety in neutral yellowish - green - grey shades. Not very recent but not shabby - Practically all out buildings uniformly painted - - - - - - - - - 3

Walls - Generally very poorly done - - - - - - - - 2

Leaks - None noted -

Breaks - Practically none noted except in privies of B & B colored houses - - - - - - - - - - - - - 8

Foundation boarding & out houses (& fences) intact. . .

Other - Almost entire absence -

Rating 25 -

Rating —

(d) Springs: Generally speaking, water from springs in populated areas is under suspicion unless defintely known to come from deep sources in hard rock. Rating must depend entirely on what is known of source of water and surroundings of spring. Springs would seldom rate higher than 32.5

[illegible]

None

Rating —

(b) Dug Wells, rating according to environment with reference to exposure to pollution

Best environment	46-52
Bad to fair "	0-45

(Notes: Probably the majority of dug wells where there is considerable soil pollution should be rated from 16-33).

None -

Rating —

(c) Cisterns: If underground, to be rated somewhat higher (about 10%) than dug wells in same environment. Cisterns to be a adequately protected must have tight covers, no chance for surface drainage, rain water must come in from reasonably clear source and there should be a chance to divert outside of the cistern the first water coming off the roof, and there should be a filter over entrance pipe 0-32.5

None -

surface water because of the distance it does traverse the surface? but the volume is so great and the protection of the surroundings so satisfactory that it is rated up)

40 rating ~~32~~ 26.

(c) Treated waters. Describe as fully as possible the care treatment given but do not rate. Note supervision given, frequency of analysis, the agency making examination, the action taken on reports, etc.

All water is - 1st aerated
2nd placed in tank for settling & lime treatment.
3rd in another tank, settled & filtered -

(analyzed once a year)

B. Subsurface waters: untreated. Such supply will rarely be found. If it is ever found, describe fully but do not attempt to rate.

C. Surface waters: In general, protection from pollution can never be perfect, hence untreated surface waters cannot be given highest ratings.

(a) Untreated, unprotected, i.e., from flowing streams

From sparsely settled watersheds with only slight, strictly rural pollution, 16-32.5

From more densely settled watersheds with considerably more pollution, 0-16

(b) Untreated protected by depopulation of efficient patrol of catchment area or storage or both.

Thoroughly patrolled or depopulated watersheds and consistent storage not less than 30 days, 52-58.5

Less efficient watershed protection or less consistent storage, 45.5-52

No protection except storage and dilution, 32.5-45.5

Group of large springs far above camp. Stream has been deflected so that it does not mingle. Sp. water flows over natural rocky bed through woods, probably 250 ft. down to million gal. tank - concrete - clean looking not fenced in - (no evidence that people frequent the place) From here piped into water system and used largely when there is enough, as it is most peable for drinking. (This is included as

III. Sewage & Waste Disposal pp. 100

1. Method & type pp. 35
(a) Sanitary sewage with clean flushing indoor closets 35
(b) Same, outside closets 32
(c) Cesspools & Septic tanks 28-31
(d) Privy Vaults
1. Rigidly fly proof 28
2. Open seat, closed back and sides, according to depth, etc. 14-21
3. Open seat and sides according to fly exposure 0-17-5
(e) Water tight pail privies, according to fly exposure and supervision 7-31
(f) Surface privies according to protection from flies 0-7

In rating sewage disposal always make allowance for a certain proportion of privies, etc., being below the average.

All privies
5% sanitary -
30% concrete (all replaced by the tin type)
60% wood enclosed - straight bounded or strong barrels
5% Inadequate bounding - few apparently surface

Set me under each seat.

Back of all are built with easy, securely nailed access for cleaning.
Great majority practically fly proof outside (Seat covers not adequately observed)
Depth - Average 3-5 ft.

Rating 20

Summary of S. & P. Ratings

75% x 65 = 4875
25% x ~~32~~ 26 = 800
56.75

4875
625
5500

Final Ratings ~~56.75~~ 55.

2. Distribution: pp. 35

One supply point to every one or two houses 30-35
Three to six houses to a supply point and points not more than 25-100 ft. away 20-30
Seven to ten houses to a supply point and points 25-300 ft. away 10-20
More than 10 houses to a supply point and point more than 300 ft. away 0-10

Describe Distribution:

518 sinks with inside water.
Outside hyd. varied from 1 every 1 to 2 houses to
1 " 3 or 4 "
(not at all usual but in these instances, difficult or inaccessible owing to rocky slope)

30% x 35 = 1750
25% x 30 = 750
25% x 20 = 500
3000

Rating 30

3. Location pp. 5
(a) 25 ft. or less from house or across a stream or otherwise incoveniently or objectionably located 0-2
(b) Better location than (a), convenient, and not objectionably close 3-5

apparently nowhere less than 30 ft. from house. 45-60 ft. usual.
None not across streams, road or track - all had good walks leading from back door.

Rating 5-

4. Distribution pp. 5
(a) More than 2 families per closet or privy 0-2
(b) One to two families 3-4
(c) Only one family 5

One fam. to each privy usual.
& sometimes.

Rating 4

2. Condition pp. 25

(a) Clean, whole, good working condition, no offensive odors 20-25
(b) Closets or privies not entirely bad or good in condition; having some of the points enumerated in both (a) and (c) 5-20
(c) Dirty, in bad repair, offensive odors 0-5

Describe condition:

One man with assistant kept cleaning alley. Tenants spoke of once or twice a yr. as usual. (few exceptions) Lime & creo-fenegne used at these times

Rating 22

7. Rubbish or trash collection pp. 10

(a) No collection, left littered all over camp 0-2
(b) Collected at least spring and fall sometimes oftener and hauled away 3-7
(c) Receptacles placed for trash and collected at least monthly by company, (except during winter months) and hauled away from camp 7-10

May be put with garbage in cans. Is collected once or twice a week and burned in a hollow outside camp. Town ordinance against leaving any around. Prizes offered yearly for neatest places. Around yards, alleys, streets and such places as stable, RR station & supply houses there was practically no rubbish at all.

Rating 10

5. Disposal of garbage pp. 10

(a) Receptacles provided and company collection made weekly in summer (less often in winter) and hauled away from camp. 9-10
(b) Private collection, irregular collection or dumped outside of camps 3-8
(c) No collection- thrown out for pigs and poultry. 0-2

Describe- note evidences of garbage about.
20 gal. cans, covered, placed on firm foundation, in good condition. 1 for each family - emptied once, sometimes twice a wk - universal.
Family pays 2 Do for can & service. This is refunded when the move out & have can intact. No garbage seen anywhere. Fines are imposed for leaving it around. Burned with trash outside town.

Rating 10.

6. Disposal of waste water pp. 10

(a) Sewer 10
(b) Dry wells or underground drainage 6-9
(c) Thrown out an adjacent ground or open drains through camp 0-5

Pipes from sinks into mains - ultimately into stream in the 5/8 houses with inside water. Others surface. Not in evidence

50% = 10
" = 3 = 8

Rating 8

3. Sidewalks pp. 15

(a) No sidewalks, no hard path at roadside 0-5
(b) Hard path by roadside but no made walk 6-10
(c) Plank or concrete or hard cinder walk to house 11-15

Everywhere on Streets & from back door to outhouses, either board walks - strong, close cross boards 30 in wide, or cinders over stone & slag strongly boarded in - and terraced where necessary -

Rating 15

4. Street Lights: pp. 18

(a) Regular street lights with lamps of 100 or more watts, spaced not more than 300 feet apart 9-10
(b) Fewer or lower power street lights or porch lights on all or part of houses 1-8
(c) No lights on streets or porches -0.
Describe:

Few places front porch lights - (free) on each house. Otherwise street lights - 100 - 300 ft. apart — the former quite usual. Kw. (given by Co) 60 - 200 -

Rating 10

IV. Camp Upkeep pp. 100

1. Streets pp. 35

(a) Roads quite unimproved:
No gutters, deep mud in bad weather 0-10
(b) Roads laid but with some attempt at surfacing and drainage at side 10-20
(c) Roads hard surfaced with gutters and curbing usable at all times 20-35
(hard-packed cinders may be considered hard surface)
Describe:

All roads graded & levelled as well as location permits. Concrete near churches - school - Stores etc - Otherwise always surfaced with cinders except on rocky steep side streets - (numbers of houses facing them, however) where water dashes down when it rains. These are apparently just given up. Accessible to wagons not cars - Gutters always when possible.

Rating 18

2. Fences pp. 20
(a) No fencing or some little fencing of poor character. 0-5
(b) Partly fenced, fences fair to good in quality and condition 6-15
(c) Good fences around each house 16-20
Describe:

Practically all made uniform by Co - unpainted wood frame - coarse strong wire between - Exceptionally ~~stro~~ durable & in good cond. None on hillside houses where gardens were impracticable.

Rating 18

V. Food and merchandise pp.100

1. Food source and variety pp. 60

(a) Company store or only one independent store selling groceries and canned goods, fresh meats, fresh vegetables, fresh milk, no other stores within 1/2 hours reach. 41-45

Note: If no fresh milk, no fresh meat, no fresh vegetables on sale in community, deduct 8 points or fraction thereof for each of these three foods unavailable according to degree of unavailability.

(b) ~~No~~ more independent stores comparable to company stores in size and stock adjacent or within 1/2 hours reach offering groceries, canned goods, fresh meats, fresh vegetables and fresh milk 51-55
(Apply note under (a) to this section also)

(c) Combination of company and independent stores as specified in a and b, the independent stores being adjacent or at varying distances from the camp; rate according to distance of ind. stores. 41-55
(Apply note under (a) to this section also)

(d) Home grown vegetables 0-2
(rate by proportion of tenants with gardens and note if no garden land is available.

(e) Home produced poultry and eggs. 0-1.5
(rate as above)

(f) Home produced milk 0-1.5
(rate according No. of cows to families, note if pasture and stabling not available.

Milk:- Number of cows owned in community - 1 independent highly modern dairy - 30 cows - adj. on land rented by Co - Milk route throughout community. Co. has pear + apple orchard 2-3 acres adj. to supply its store.
7 Ind. stores (small) in part of comp which is not Co. owned - 1 roe. route from here into comp. (Sears Roebuck - Chicago - Branch do a great deal of business in Camp - cheaper - a resident said) Co. store quite completely equipped.

Rating 55

5. Yards: pp. 10

(a) Little or no space about houses 0-3
(b) Moderate size yards about houses, planted with grass or flowers 4-6
(c) Yards of ample size with grass and flowers. 7-10

Nearly always 30 ft. between & lots 100 ft. deep. Everywhere slope makes it impossible yards are 100% under care & cultivation - vegetables behind - flowers & grass at side are the rule.
Prizes offered for flowers & vegetables.

Rating 10

6. General neatness pp. 10

(a) Appearance untidy and ill-kept, trash and rubbish about 0-3
(b) Not the general disorder of (a) but back yards and alleys untidy, general appearance, due to either disorder or surroundings, unattractive 4-7
(c) Neat and well-kept, camp laid out and cared for with idea of making it attractive in appearance 8-10.

No rubbish anywhere. Shade trees mostly small but planted at regular close intervals by Co. & protected by framework. Because of unevenness of ground & ~~lack of~~ dark color of walks & fences, the place does not look unpleasantly smart - but satisfying & homelike.

Rating 10.

VI. Medical and Health Provisions pp. 100

1. Doctor pp. 40
(a) In camp all time 36-40
(b) In camp part time, near by rest pp. 26-35
(c) On call within 5 miles 21-25
(d) 5-10 miles away 11-20
(e) over 10 miles away 0-10
In making ratings rate higher where contract rate is given, also where roads permit quick arrival.
(Head surgeon at hosp) 3 Co. doctors (not contract), give full time here in camp (+ at hosp) 85% mo. sing - 150 married.

Rating 38

2. Hospital pp. 15
(a) In camp 15
(b) Within 2 hours train ride or drive over good roads and good train service 8-14
(c) More than 2 hours ride away roads or service poor 0-8
40% mo sing. 58% mo. mar. No pay -
In Camp. Takes accidents, surgery - very severe illness of men + families.
Capacity 30 - Can be made 50 in emergency - Only 4 nurses now + not many pts. as a rule.
Beautiful Hdq. equipment said to be excellent (not seen)

Rating 15

2. Food protection pp.15

(a) Refrigeration 0-7.5
(b) Dust and fly protection 0-7.5

(a) No. meat market in connection with ice mfg & ice cream plant - Good refrig.

(b) Perfectly adequate.

Rating 15

5. Other Merchandise pp. 25

(a) No. store or only one in community or within 1/2 hours reach. 0-15
(b) Several stores within 1/2 hours reach. 16-25
(c) Store in community and others at varying distances but used by camp population. 1-25

Note: Vary ratings according to extent and variety of stock carried.

5 or 6 gen. mdse stores on independent land - run by ind. dealers within camp.

Rating 20

5. First Aid pp. 10

(a) None or stretcher and blanket only 0-3
(b) Regular first aid kit 4-7
(c) First aid trained crews 8-10

Co. has for this & its adj. mines a regular instructor in 1st aid & mine rescue who continuously goes from camp to camp training. Both types of trained men are always at work in mine. Regular practice weekly in both. Part of crews have got certificates -

Rating 10

6. Wash House pp. 10

(a) None or for men only H. & C. Water 0-5
(b) Showers and lockers 6-8
(c) For women and children 9-10

One col. - 1 white - 10 or 12 H & C. Showers - lockers - toilets - Not used by women & Ch.

Rating 8

3. Dentist pp. 10
(a) In camp or within 5 miles 6-10
(b) 5 miles or more away 0-5

Independent - In camp - Rents office & home from Co.

Rating 10

4. Nurse pp. 15
(a) Trained nurse in camp 11-15
(b) Trained visiting instructive nurse 6-10
(c) Untrained or none nearer than outside town 0-5
Describe:

Two trained & one elderly practical nurse who was once at head of nursing staff of small town hosp. All three have model homes in community. All do social work, instruct & give general care. advise & teach in diet matters & much of home making. Regular pre-natal care. One has had during winter infant welfare clinic.

Rating 15

VII. Education pp. 100

1. Schools provided pp. 40
(a) Schools with 1-8 grades to accommodate all children, and high school accessible 31-40
(b) With no high school 21-30
(c) None, or schools insufficient to accomodate all children, according to proportion taken care of, 0-20

Rating_____

2. Provision for teachers housing pp. 10
(a) Nearby town offering comfortable boarding places for teachers, or teacherage or comfortable boarding place provided at camp 6-10
(b) No. boarding place or house provided at or within easy access of camp or only camp boarding house of inferior grade 0-5
Describe:
Live at club house & office emp. dormitory or in officials homes except at club. More distant from centre of town live usually with Co. nurses.

Rating 10.

VII Education pp. 100

1-A Grade schools (1-8) pp. 45

(a) In camp or within easy walk, less than 1/2 mi.			40-45
(b) 1/2 to 3 mi.	- Free trans.		35-40
	No trans.		25-35
(c) Over 3 mi.	Free trans.	25-35	
	No trans.	0-25	

Rate off 5 points if one teacher has to teach more than one grade. Rate off 5 points if grades go only to 6th.

3 cr. [illegible] 8 grades
4 wh. [illegible] - [illegible] camp 9 - [illegible] months - [illegible]
8 full mo. cr.
Rating [illegible]

1-B High school pp. 20

(a) In camp or within 1/2 mi.		20
(b) 1/2 to 3 mi.	Free trans.	20
	Train or trolley	18
	No trans.	15
(c) Over 3 mi.	Free trans.	18
	Train or trolley	15
	No trans.	0-14

1 in camp - (4 yrs - 9 mo. yr) Gymnasium - no. transp. necessary for most pupils - for outlying, there is free bus service

Rating 20

VIII. Recreation pp. 100

Church	5	25
(a) Ballfield	2	10
~~(b) Ball team~~		~~5~~
(c) Bowling alley	w. only	5
(d) Dance Hall	c & w	5
(e) Movie Theatre	3 for w & c	10
(f) Pool Room	2 c - 4 w.	5
(g) Fraternal Order	(see note)	5
~~(h) Union Hall~~		~~5~~
(i) Public Hall	1	5
~~(j) Church Clubs~~		~~10~~
(k) Boy Scouts	0	5
(l) Girl Scouts	0	5
(m) Playground	4 (equipped)	10
~~(n) Y. M. C. A. Sec.~~		~~5~~
(o) Other		5
(p) Musical Club	2 orchestras	5

100

Churches - Cal, Methodist, Baptist, Episcopalian - Catholic
3 having parsonages -
(g) - Masons - Odd fellows - Moose - Am. Moose - Eastern Star.
Woman's club. Parent teacher's assn - Church clubs -
~~2 orchestras~~ -

Majority of members are on staff of Movie Star etc - but a few are miners,

Rating 100

3. Building and equipment pp 25

(a) Building (old type 1 rm. school to modern bldg.) 0-5 .. 3
(b) Repair (Describe) 0-3 3
(c) Water (inside, outside & distance, source) 0-3 2
(d) Toilets (flush closets, privies, condition) 0-3 2
(e) Heat (furnace, stove) 0-2 2
(f) Ventilators (system, window boards, none) 0-3 2
(g) Free books 0-3 0
(h) Medical Inspection 0-3 2

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Describe building and equipment:

3 Col sch - attractive new. f r. frame out. toilets inside bubbling fountain - Stove heat. No appt. of vent. free books - Medic. insp. once a yr. general - No regular plan of follow up.

4 white gram. sch same as above, but larger -

1 " " " fully modern brick bldg - flush toilets gymnasium - Vent. system installed

1 White H.S. brick - new, fully modern -

Rating 16